Election Answer 5 | Librarians 14/15 | Liberal Education 17

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ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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Diffusion totale moyenne: 27 000. Le Bulletin de L'ACPU paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces, 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste

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CAUT comments / Commentaires de l'ACPU

The Election

This edition of the Bulletin is the third directly concerned with a federal election. It is clear that the policies of the federal government have three major effects on the universities. What is going to be the transfer funding for the operating grants of universities? what is going to be the level and design of funding for the research councils? what is going to be the level of support for the student aid programmes supported by the federal government?

The powerful effects these federal programmes have on the well being of universities means that the university community has to pay attention to the policies of the parties.

Now is the time for the academics of Canada to raise questions about universities and research. If the academics do not, nobody else will. The election campaign, even in its final stages, is a good time to ask your candidates what they would do about the support of universities and research.

Universities, if only through the economic activity associated with them, are major benefits to their immediate communities. Even in the largest urban centres the universities are of significant economic value. In the smaller towns, especially in the poorer regions, the university is often the one centre of large scale economic activity. The employment associated with that activity is vital to the community. There is good reason then to require that potential representatives state their views about the level of support for these local institutions. They will not state them unless prompted by questions from academics.

Most academics have longer range concerns. We see the future as one in which an educated citizenry is of vital concern both for our political and economic survival. In this election the proposed Free Trade Agreement is one of the major issues. What is being left out of the debate is the role of universities and research in a future where Canada relies even more on the intelligent use of its brightest people. The USA is spending more on each student and sending more students to university than Canada. What effects will this have on our future ability to compete? Canada lags behind its major economic competitors in the amount of resources devoted to research. How will that affect our ability to compete? If academics do not make sure these questions are raised nobody else will.

Now is the time to make sure that you turn up at meetings and see to it that such questions are asked. If the candidates appear on hot-line shows, be one of the callers. Ask them what their policies are. Remind them of the immediate importance of universities. If you work for one of the parties use your influence to make sure that your candidate has a prepared position on such matters and make sure that it is publicised. It would be an opportune time to write a letter to the local paper about the importance of research to the future prosperity of Canada.

An election campaign is the best time to raise our voices on behalf of the universities; ours and the students will be the only ones. Let us make sure that we do our part.

John Evans

Les élections

La présente édition du Bulletin est la troisième qui traite des élections fédérales. Il est clair que les politiques du gouvernement fédéral ont trois principales répercussions sur les universités. Quel sera le montant des transferts de fonds pour les subventions destinées aux frais généraux des universités? Quel sera le montant et le genre de financement des trois conseils de recherche? Quel sera le montant du financement des programmes d'aide aux étudiants soutenus par le gouvernement fédéral?

Les impacts importants que ces programmes fédéraux ont sur le bien-être des universités signifient que la communauté universitaire doit surveiller les politiques des partis.

C'est maintenant le temps que les universitaires posent des questions relatives aux universités et à la recherche. Si les universitaires ne le font pas, personne le fera. La campagne électorale, même si elle tire à sa fin, est une bonne occasion de demander à vos candidats ce qu'ils feraient pour soutenir les universités et la recherche.

Les universités, par la seule activité économique qu'elles génèrent, comportent plusieurs avantages pour les communautés environnantes. Même dans les plus grandes agglomérations urbaines, les universités représentent une valeur économique importante. Dans les plus petites villes, spécialement dans les régions plus pauvres, l'université est souvent le centre d'une activité économique à grande échelle. L'emploi relié à cette activité est vital pour la collectivité. Il y a donc de bonnes raisons d'exiger que les représentants possibles énoncent leurs vues sur le niveau d'aide à ces institutions locales. Ils ne les mentionneront pas à moins que les universitaires ne les y incitent.

Les inquiétudes de la plupart des universitaires sont à plus long terme. Nous prévoyons que l'instruction de la population sera un problème vital à notre survie politique et économique. L'entente de libre-échange est l'un des principaux débats de la présente élection. Ce qui n'est pas discuté, c'est le rôle des universités et de la recherche dans un avenir où le Canada se fiera encore plus sur l'utilisation intelligente de ses résidents les plus brillants. Les Etats-Unis dépensent plus sur chaque étudiant et envoient plus d'étudiants à l'université que le Canada. Quels effets cela aura-t-il sur notre future aptitude à concurrencer? Le Canada traîne derrrière ses principaux concurrents économiques quant au montant des ressources allouées à la recherche. De quelle manière cela affectera-t-il notre aptitude à concurrencer? Si les universitaires ne s'assurent pas que ces questions sont soulevées, personne le fera.

C'est maintenant le temps de s'assurer que vous assistiez aux réunions et de voir à ce que de telles questions soient posées. Si les candidats participent à des émissions de ligne ouverte, appelez et demandez-leur quelles sont leurs politiques. Rappelez-leur l'importance immédiate des universités. Si vous travaillez pour l'un des partis, utilisez votre influence afin de vous assurer que votre candidat a élaboré une position sur sur de telles questions et assurez-vous que cela est inclus dans la publicité. Profitez-en pour écrire une lettre au journal local sur l'importance de la recherche pour la prospérité future du Canada.

Une campagne électorale est le meilleur temps pour faire entendre nos voix au nom des universités. La nôtre et celle des étudiants seront les seules.

Assurons-nous de faire notre part.

John Evans

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President's message/Le mot du président

Towards the late stages of an election campaign the issues tend to become narrower, more focussed. As election day draws closer, it is important that those who have an interest in the campaign identify the issue or issues on which they will concentrate their remaining lobbying efforts. I think that CAUT members who wish to take advantage of the special opportunity the end of a campaign affords should look no further than to the issue we have already tried to make central, that of university research funding. This is an issue on which all candidates must be prepared to state their position in unequivocal terms. For the argument that CAUT has consistently made during the campaign concerning the importance of competitive research funding levels as this country moves towards an era of freer trade and into the information society of the twenty-first century is far more than glib election rhetoric. It is a valid argument with a wealth of supportive evidence and argument. The dangers of a continued lack of basic, fundamental research capacity are as real for Canada as they are to our profession. Let us use what remains of this campaign to press these arguments with increasing force.

We are faced with a paradox. Most will agree that university research is important—basic and applied research. Many will acknowledge that it is currently seriously underfunded. And yet we have apparently not been sufficiently persuasive in our arguments over the past several years to convince the politicians of the serious effects if we continue to ignore the situation. That is why we must use this campaign to make our arguments even more cogently. We must repeat the arguments we have made concerning the deleterious effects of the current low funding levels of the three federal granting councils. These low levels directly damage our individual research programmes and our graduate students. A little less directly, they damage undergraduate teaching and create embarassing difficulties many of us experience in collaborating with researchers in other countries.

The dangers of a continued lack of basic, fundamental research capacity are as real for Canada as they are to our profession.

We have a second paradox. In the past, politicians have spoken warmly and encouragingly about the needs of university researchers, as have many others. In 1984 the federal Tories agreed that "the federal government should negotiate...with the granting councils...five year funding arrangements". And when speaking of the research done in our universities and supported by all three granting councils, the same tories said that "we regard research in all of these areas as essential...We are committed to real (above inflation) increases in these appropriations." How has the federal government lived up to these promises? The results have been mixed, to put it at its best. The five year plans of both SSHRCC and NSERC have essentially been ignored. If the NSERC plan had been implemented, this year we would see an increase of $391.9 million in the budget of that granting council alone. And as for inflationary increases, the increases for all three councils were frozen until this year.

There is yet a third paradox. Late in 1987 the Lortie commission reported back to its founding body, the Prime Minister's own National Advisory Board on Science and Technology. Pierre Lortie is neither academic nor politician—he is the chief executive officer of a Quebec supermarket chain. The recommendations of the Lortie commission were vastly encouraging when first we read them—the base budgets of the three granting councils were to be doubled over the next three years and thereafter maintained at 1.5 times GNP. The paradox lies in the federal governments reaction to these recommendations. They were essentially ignored. The $200 million over the next five years promised in their place by the federal tories amount to little more than increases equal to the rate of inflation over that period. A bitter disappointment when, to give but one instance, one recalls that the demands on SSHRCC increased by 25% over the period 1984 to 1987.

There have been some compensations. The matching grants scheme was introduced—in an unworkable form until it was revised following strenuous lobbying by CAUT—with still unpredictable benefits. The federal networks of excellence scheme was announced in June of this year—but again, the permanence of funds is dubious. Neither of these schemes can compensate for the loss of funds for pure, intellectually driven university research.

Three paradoxes. What can we learn from them? That election promises are easily made and will be easily broken unless effective lobbying makes university research a politically important issue? That university reasearch is not a politically profitable issue? But, I think, there is more to learn from these setbacks. We simply cannot afford to allow our work as university researchers to suffer further as a consequence of underfunding. We should use what is left of the campaign to press hard our arguments and to extract commitments from all candidates. Then after the election we must establish the requirement that such promises be honoured as an utter priority.

by/par Peter King

Vers les dernières étapes de la campagne électorale, les thèmes deviennent plus limités, mais ils sont plus approfondis. À mesure que le jour de l'élection approche, il importe pour ceux qui manifestent un intérêt à cette campagne, d'identifier la ou les questions devant retenir les derniers efforts de sollicitation. Je pense que les membres de l'ACPU, souhaitent profiter de l'occasion spéciale offerte par cette fin de campagne, n'ont pas, en fait, à regarder plus loin que le sujet dont nous avons déjà tenté de faire la question principale, soit le financement de la recherche en milieu universitaire. Il s'agit d'une question sur laquelle tous les candidats doivent être préparés à exposer, sans équivoque, leur position. En fait, l'argument que l'ACPU a constamment soutenu pendant la campagne électorale, est beaucoup plus qu'une simple rhétorique facile, au moment où le financement concurrentiel de la recherche devient important, à l'aube d'une période d'échange de plus en plus libre et dans une société bien informée du vingt-et-unième siècle. Il s'agit d'un argument valable avec beaucoup de preuves à l'appui. Les risques, découlant d'une pénurie de moyens de recherche fondamentale, sont présents au Canada et également dans notre profession. Utilisons cette fin de campagne électorale en exploitant plus activement cette argumentation.

Nous sommes confrontés à un paradoxe. La plupart voilent l'importance de la recherche en milieu universitaire, qu'elle soit fondamentale ou appliquée. Or, plusieurs constateront que les fonds qui y sont consacrés sont insuffisants. Cependant, les arguments invoqués au cours des dernières années n'ont pas persuadé les politiciens des torts sérieux que causera cette persistance à ignorer la situation. C'est la raison pour laquelle nous devons utiliser cette campagne pour rendre nos arguments encore plus convaincants. Nous devons répéter les arguments en ce qui concerne l'effet nuisible du bas niveau de financement actuel des trois conseils fédéraux subventionnaires. Ces bas niveaux de financement nuisent directement à nos programmes individuels de recherche et aux étudiants diplômés. Indirectement, ils nuisent aussi à l'enseignement aux étudiants de premier cycle et causent des difficultés embarrassantes que plusieurs d'entre nous ont vécues en collaborant avec les chercheurs d'autres pays.

Les risques, découlant d'une pénurie de moyens de recherche fondamentale, sont présents au Canada et également dans notre profession.

Nous connaissons un deuxième paradoxe. Par le passé, les politiciens, comme plusieurs autres l'ont déjà fait, ont évoqué d'une manière encourageante le besoin de chercheurs universitaires. En 1984, les conservateurs fédéraux ont convenu que "le gouvernement fédéral devrait négocier... avec les conseils subventionnaires... des dispositions de financement pour cinq ans." Et lorsque l'on parle de recherche faite dans nos universités et octroyée par les trois conseils subventionnaires, les mêmes conservateurs ont dit : "nous croyons que la recherche dans ces domaines est essentielle... nous nous engageons à augmenter (au-dessus du taux d'inflation) ces crédits." Comment le gouvernement fédéral a-t-il tenu ses promesses? Les résultats ont été, au mieux mitigés. Les plans quinquennaux de la CRSH et de la NSERC ont été à toutes fins utiles ignorés. Si le projet de la NSERC avait été réalisé cette année, tel que prévu, nous aurions vu une hausse de 391,9 millions de dollars au budget de ce conseil. Par ailleurs, l'augmentation du budget, relativement à l'inflation, visant les trois conseils a été gelée jusqu'à cette année.

Il existe aussi un troisième paradoxe. À la fin de 1987, la commission Lortie a présenté son rapport à l'organisme fondateur, soit le Conseil consultatif national des sciences et de la technologie du Premier ministre. Pierre Lortie n'est ni un universitaire ni un politicien..il est le président directeur-général d'une chaîne alimentaire au Québec. Nous avons été très encouragés lorsque nous avons lu la première fois les recommandations de la commission Lortie..les budgets de base des trois conseils subventionnaires devaient doubler au cours des trois prochaines années et se maintenir par la suite à 1,5 fois le PNB. La réaction du gouvernement fédéral à ces recommandations a été paradoxale. Ces dernières ont été tout à fait ignorées. Les 200 millions de dollars promis à leur place pour les cinq prochaines années par les conservateurs fédéraux se sont, en fait, chiffrés par une hausse légèrement supérieure au taux d'inflation pour cette période. C'est une déception accompagnée d'amertume lorsque l'on sait que, par exemple les exigeances de financement du CRSH ont augmenté de 25 % durant la période de 1984 à 1987.

Il y a eu quelques indemnités. Le projet visant à déterminer les subventions accordées à la recherche à partir de critères de comparaison a été présenté..et révisé suite aux vigoureuses pressions exercées par l'ACPU, car sa forme initiale était tout à fait inapplicable..et ses avantages incertains. Les projets du gouvernement fédéral d'établir un réseau d'excellence a été déposé en juin de cette année, mais encore là, la permanence des fonds est douteuse. Aucun de ces projets ne peut compenser pour cette perte de fonds nécessaires à la recherche pure et intellectuelle faite dans les universités.

Trois paradoxes. Que pouvons-nous en retirer? Que les promesses électorales sont facilement dites et peuvent s'envoler en fumée à moins que des pressions efficaces fassent de la recherche universitaire une importante question politique? Que la recherche universitaire n'est pas une question profitable politiquement parlant. Mais, je pense, qu'il y a beaucoup à apprendre de ces contretemps. Nous ne pouvons simplement pas nous permettre en tant que chercheurs d'université de subir davantage les conséquences de l'insuffisance de fonds. Nous devrions utiliser ce qui reste de la campagne afin de présenter fermement à tous les candidats notre argumentation et d'obtenir des engagements de ces derniers. Puis, après l'élection, il nous faudra établir des exigences afin que ces promesses soient tenues et qu'elles soient une priorité absolue.

ELECTION 88: On the hustings with CAUT

by Tim Stutt

Canadians often think of a general election in their country as representing simply the choice of a national government by the population-at-large. Certainly this view is true—as far as it goes. Yet in our parliamentary system of government we must also think of the next general election as being the sum total of 295 electoral battles, being waged in 295 electoral districts across Canada. When an election is considered in this light, it is clear that the local electoral scene becomes important both in determining who will form the next government and who shall act as the opposition watchdogs over that government. Furthermore, even in the case of ridings where the election-night results may seem to be a foregone conclusion, the election campaign still serves to inform both the public and the eventual campaign winner of the people and issues that the new MP must take into account in Ottawa so as to be re-elected the next time.

That is why only a concerted election lobby effort by Canada's university professors and librarians, at both the national and local levels, will succeed in making politicians of all stripes take note and act upon their concerns. Over the past few months CAUT has been encouraging all of its members to take advantage of this election campaign in order to let the public, the politicians and the media know about the problems that they face in teaching and in conducting research on their local university campuses. The Association has set an example by sending a questionnaire on research and postsecondary education to the leaders of the three major political parties. You will find the responses elsewhere in this issue of the Bulletin. In September, the CAUT published a special issue of the CAUT Bulletin which analyzed the Conservative record over the past four years. As well, throughout this election campaign, CAUT is releasing a series of Election Notes, which provide a brief summary of the issues faced by its membership at universities across Canada and possible solutions for these problems. In cooperation with the National Consortium of Scientific and Educational Societies, CAUT sponsored an all-party debate on research funding, student aid and support for postsecondary education. With an audience of students, professors and journalists, this debate was held last October 19th at the University of Ottawa and carried by both cable television companies in Ottawa.

The President of the CAUT and the Executive Secretary, in conjunction with local associations, are visiting various parts of Canada to lobby both themedia and the politicians. In Vancouver in October, as an example, CAUT officials met with editors of the Vancouver Sun, appeared on a local hot line show to discuss imminent issues, discussed the election with the campus media at UBC and met a number of the candidates in the hotly contested ridings of Vancouver Quadra and Vancouver Centre. Similar tours are planned for other parts of the country before November 21st.

Several local faculty associations have also taken up the challenge of educating our politicians and the public-at-large concerning the importance of university research and training for Canadian society. One example is the strategy of arranging campus "horror tours" for the local candidates and party leaders that has been adopted by the Nova Scotia Confederation of University Faculty Associations. Being fast off the mark, NSCUFA succeeded during the first week of the election campaign in getting NDP leader Ed Broadbent and a local NDP candidate to tour the Technical University of Nova Scotia in Halifax. With a 40-member national media contingent in tow, Broadbent saw first-hand the effects of underfunding on the research facilities of the TUNS Energy Studies Department. Then along with local representatives of the Students' Union of Nova Scotia, NSCUFA held a round-table discussion of issues in postsecondary education with the NDP delegation. During this discussion, Broadbent stated that his party will be making a major policy statement on matters such as federal-provincial transfers and student aid later in the election campaign. NSCUFA is hard at work arranging similiar tours for Prime Minister Mulroney and Liberal Party Leader Turner at other campuses in Nova Scotia.

With a little bit of hard work and dedication, university teachers across this country can succeed in making their views on our postsecondary educational system known to election hopefuls at both the national and local levels. All that is required is for your faculty association to develop one or more election lobby events similiar to some of the activities mentionned above. Call CAUT if you would like some help.

ÉLECTION 1988 : En campagne électorale avec l'ACPU

par Tim Stutt

Les Canadiens pensent souvent qu'à l'occasion d'une élection générale dans leur pays, l'ensemble de la population choisit tout simplement le prochain gouvernement sur la scène nationale. Bien que cette opinion soit vraisemblable — sa portée a toutefois ses limites. Il faut cependant ajouter que notre système parlementaire fait en sorte qu'à la prochaine élection générale, il y aura une somme totale de 295 batailles électorales livrées dans 295 comtés d'un bout à l'autre du Canada. Perçue à la lumière des événements, il est évident que la scène électorale devient importante en ce qui concerne la formation du prochain gouvernement et ceux qui agiront comme chiens de garde dans l'opposition. En outre, même lorsque les résultats qui nous parviennent le soir des élections, semblent réglés d'avance dans certains comtés, la campagne électorale aura tout de même servi à informer tant le public que les gagnants éventuels de la campagne, des questions qui doivent préoccuper le nouveau député à Ottawa et s'il désire se voir confier un autre mandat à la prochaine élection.

C'est pourquoi les professeurs et les bibliothécaires doivent avoir des discussions, tant au niveau national que local, avec des politiciens de tous les milieux en vue de les faire agir en leur faveur au cours des derniers mois, l'ACPU a encouragé tous ses membres afin qu'ils profitent de cette campagne électorale pour faire connaître au public, aux politiciens, et aux médias les problèmes relatifs à l'enseignement et à la poursuite de recherche dans leurs campus universitaires locaux.

L'association donne un exemple en envoyant un questionnaire sur la recherche et l'éducation postsecondaire aux chefs des trois principaux partis. Vous trouverez les réponses à l'intérieur de ce numéro du Bulletin de l'ACPU. L'ACPU qui analyse le rendement des conservateurs au cours des quatres dernières années. Également, pendant la campagne électorale, l'ACPU a publié une série de notes concernant les élections qui fournit un bref résumé exposant les problèmes auxquels ses membres à travers le Canada se buttent et les solutions possibles à ces problèmes. L'ACPU, en collaboration avec le Consortium National des sociétés scientifique et pédagogique, a parrainé un débat regroupant tous les partis portant sur le financement de la recherche, d'aide aux étudiants et le soutien à l'enseignement postsecondaire. Ce débat s'est tenu le 19 octobre dernier à l'université d'Ottawa devant des étudiants, des professeurs et des journalistes et présenté par les deux chaînes de câblodiffusion d'Ottawa. Le président de l'ACPU et le secrétaire général, de concert avec les associations locales, ont parcouru diverses régions du Canada afin de solliciter les médias et les politiciens. Par exemple, des représentants de l'ACPU ont rencontré à Vancouver au mois d'octobre les éditeurs du Vancouver Sun, ont aussi participé à une ligne ouverte locale pour y discuter des questions imminentes, ont discuté des élections avec les médias du campus de l'université de la Colombie-Britannique et ont rencontré un nombre de candidats des circonscriptions électorales de Vancouver Quadra et de Vancouver Centre où la lutte est très chaudement disputée. On projette des tournées semblables dans d'autres régions du pays avant le 21 novembre. L'éducation des pooliticiens et du grand public en ce qui a trait à l'importance de la recherche et de la formation en milieu universitaire dans la société canadienne est un défi que plusieurs associations locales de professeurs entendent relever. Par exemple, la Confédération de l'association des professeurs des universités de la Nouvelle-Écosse apartis. L'esprit vif, la CAPUNE a réussi pendant la première semaine de la campagne électorale à faire visiter la Technical University of Nova Scotia à Halifax au chef du NPD Ed Broadbent et aux candidats NPD locaux. Accompagné d'un contingent de 40 représentants des médias nationaux, M. Broadbent a observé en premier lieu l'effet de l'insuffisance de fonds en matière d'équipement de recherche à la TUNS Energy Studies Departement. Par la suite, de concert avec les représentants locaux de la Student's Union of Nova Scotia, la CAPUNE a tenu une table ronde pour discuter des questions touchant l'enseignement postsecondaire avec la délégation du NPD. Pendant cette discussion Broadbent a mentionné que son parti instaurerait un important énoncé de principes en matière de transferts fédéraux-provinciaux et d'aide aux étudiants, plus tard dans la campagne électorale. La CAPUNE travaille fort à l'organisation de tournées semblables pour le Premier ministre Mulroney et le chef du parti libéral Turner à d'autres campus universitaires en Nouvelle-Écosse.

À la suite d'un peu de travail soutenu et de dévouement, les professeurs d'université à travers le pays peuvent faire connaître leurs intentions touchant le système d'enseignement postsecondaire et espèrent obtenir des résultats au niveau national et local. Il s'agit pour votre association de professeurs de mettre sur pied une ou plusieurs activités de sollicitation semblables à celles susmentionnées. Veuillez vous adresser à l'ACPU si vous désirez une forme quelconque d'aide.

CENSURED ADMINISTRATIONS

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

THE PARTIES ANSWER

A. Federal Transter Payments

1. In 1984 the Progressive Conservative Party undertook to sustain "the current tederal tinancial commitment (to support postsecondary education), according to the formula set out in the 1977 Agreement". In 1986 the Government passed Bill C-96 which will cut $1.5 billion from the transter payments to the provinces tor postsecondary education over the next tive years.

Q: Would your party restore this money if it were elected to office? If so, over what period ot time?

PC Answer

By far the largest part of the federal government's financial support for post-secondary education (PSE) and health care is provided through fiscal transfers to provincial and territorial governments. These transfers are provided under a system known as "Established Programs Financing" (EPF) and responsibility for determining EPF entitlements (for both health and PSE) is that of the Minister of Finance.

Federal funding for health and PSE is considerable: $18.7 billion 1988-89; federal funding is expected to reach about $19.7 billion 1989-90, up from $14.6 billion 1984-85.

This funding is growing at a rate of about 5% annually - which compares favourably with many other areas of federal spending. The federal government is doing a great deal to fund PSE and health in times of continuing restraint.

Liberal Answer

No. However, the Liberal Party will introduce reforms to the EPF system in order to reverse the negative effects of the Conservative cutbacks.

NDP Answer

New Democrats believe the funding of post-secondary education in Canada requires a thorough review which may not be addressed by simply restoring the $1.5 billion cut by the Conservative government.

It must be remembered that the Liberal's cut a similar amount from post-secondary eduction through the elimination of the Revenue Guarantee in Established Programs Financing. It was actually John Turner who, as Finance Minister in the 1970s, introduced a ceiling on federal contributions to post-secondary education. The Liberals did more damage with their "6 and 5" program which again put a ceiling on the rate of growth of funding for post-secondary education. These cuts, made by both Liberals and Conservatives, are part of an attack on Established Programs Financing which has lasted more than a decade.

As you are aware, EPF funding is the federal government's financial contribution to the two areas of health care and post-secondary education. A decade ago the federal government contributed nearly 50 per cent to these two programs. That amount has now fallen to closer to 40 per cent. Unfortunately, the problem has been made even worse by the provinces. British Columbia, for example has a record of not even passing on increases in federal funding for post-secondary education.

Dealing with these problems will require a major effort on the part of both the federal government and the provinces. New Democrats are committed to instituting stable funding for post-secondary education through negotiated federal-provincial agreements with the goal of restoring a 50/50 cost sharing formula on the areas of health and post-secondary education. We believe in the short term a one-time infusion of capital is necessary to partly offset the effects of cut backs in recent years. These increases in federal funding would be accompanied by agreements to ensure any federal funding for post-secondary education was used for that purpose.

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2. Some commentators (e.g. the Wright Report) have suggested that the amount of money now transferred to the provinces tor post-secondary education ($2.3 billion in cash) should be redirected so that the same amount is used to increase university research funding and student aid.

Q: Would your party support such a change?

PC Answer

As EPF is equal per capita, the federal government's contribution in all provinces is proportionally the same. The lower income provinces also receive additional financial support under the federal equalization program which can be used to support post-secondary education and health programs.

If all EPF financing for post-secondary education is used to increase university research and student aid, some provinces may be put in a position where they would have to cut university programs significantly.

The PC government has provided increased support to university research through other measures.

Liberal Answer

No, a Liberal government would continue its support of the existing post-secondary education funding arrangements, providing that an agreement with the provinces can be reached regarding the necessity of ensuring greater public-sector support for all aspects of post-secondary education funding, including support for research and student aid.

NDP Answer

No. Instead of increasing the funding going to the provinces for research this suggestion would see money transferred from operating expenses and student aid. That is no solution to any problem.

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3. Some commentators (e.g. the Macdonald Commission) have recommended that the federal transter payments no longer go to the provinces but be paid to students as vouchers to use in the institution ot their choice.

Q: Would your party support such a change?

PC Answer

As with all large institutions, universities need some degree of certainty with regards to funding in the interest of better planning. By providing the transfer payments directly to the provinces, budget allocations can be made on a longer term basis than if each institution had to wait and find out their total enrollment before allocating the funding for their various programs.

Liberal Answer

No, see above question 2.

NDP Answer

New Democrats would not support such a move for several reasons. First, such a move would remove any incentive provinces might have to increase their own contributions to post-secondary education. While the present situation is inadequate, this would be even worse. Second, the voucher system would be extremely hard on seven of the ten provinces. Newfoundland, which already has enough economic difficulties, would lose 8.4 per cent of its operational grants.

Canada needs a strong, stable university system across the country. The MacDonald "voucher system" would undermine that system.

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4. At the moment the federal transter payments to the provinces in regard to post-secondary education are untied and the provinces may spend the money in other areas it they so wish.

Q: Do you think this money should be tied?

PC Answer

Since education is primarily a provincial responsibility, these funds are made available to the provinces as general revenues. It is up to each provincial government to set its own priorities and to allocate its fiscal reserves accordingly.

Liberal Answer

There should be a greater degree of co-ordination between federal and provincial policies which directly impact on post-secondary education financing. To this end a Liberal government will negotiate a new funding regime with the provinces based on the principle that federal transfers to the provinces for post-secondary education must be spent on post-secondary education.

NDP Answer

New Democrats believe the provinces must be responsible for federal funds provided for post-secondary education. That is why we moved an amendment to government legislation in 1984 which would have provided accountability. Both the Liberals and Conservatives voted against our amendment.

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5. Does your party propose any other changes in the transter arrangements with the provinces tor post-secondary education?

PC Answer

This will no doubt be part of the discussions of the Committee of Ministers Responsible for Post-Secondary Education, along with other major concerns regarding post-secondary education in Canada.

Liberal Answer

See response to question 4.

NDP Answer

See response to question 1.

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B. Federal/Provincial Arrangements

At the National Forum on Post-Secondary Education held in Saskatoon in October 1987 and jointly sponsored by the federal government and by the Council ot Ministers of Education, there was considerable dissatistaction expressed about the lack ot arrangements to encourage cooperation between the two levels of government and the post-secondary education community.

Q: Does your party tavour any changes in this regard and, it so, what would these be?

PC Answer

The forum was the first critical step in a new approach to post-secondary education. For the first time federal and provincial governments worked together to explore the issues. This was also the first time that all the key players came together: governments, private sector, unions, academics and interest groups.

The key to any improvement is greater cooperation between the two levels of government. Secretary of State Lucien Bouchard has met with the newly created Committee of Ministers Responsible for Post-Secondary Education, where all Ministers confirmed their resolve to continue and intensify collaboration in the area of post-secondary education.

Liberal Answer

As part of its commitment to resolving the current crisis in post-secondary education a Liberal government will, in co-operation with the provinces, introduce changes to existing funding arrangements and through consultations with interested parties seek to establish a permanent mechanism to address the urgent need for increased dialogue between both levels of government and the post-secondary education community.

NDP Answer

As we said in our response to question 1, part A, we believe there must be new arrangements negotiated between the federal and provincial governments governing the funding of post-secondary education. We believe that building greater co-operation between governments would be a part of this process. We have also called the establishment, in co-operation with provincial governments, for the establishment of a National Council on Post-Secondary Education. This was recommended by the C.A.U.T. and would provide informed advice to government on matters affecting post-secondary education objectives and funding. It would have representation from various regions and sectors of the post-secondary education community, including students.

C. Federal Support for University Research

1. The most signiticant part ot the tinancial support tor university research comes trom the federal government, and that provided by the federal granting councils (Medical Research Council, Natural Sciences and Engineering Research Council, Social Sciences and Humanities Research Council) is crucially important tor basic research. The National Advisory Board on Science and

Technology, chaired by the Prime Minister, received in December 1987 a report from Pierre Lortie, the CEO of Provigo, which recommended that the base funds of the federal granting councils be doubled in three years.

Q: Does your party support the proposal of Mr. Lortie?

PC Answer

The PC government has taken measures designed to ensure adequate funding for the three research granting councils:

- A matching funds policy has been established for the three research granting councils under which the government matches contributions from the private sector; and
- During the five-year period from 1986-87 to 1990-91, federal funding for the three granting councils will total almost $3.2 billion.

On January 13, 1988, the Prime Minister announced that the government will spend an additional $1.3 billion on science and technology over the next five years (1987-88 to 1991-92). Part of this additional support will be used for:

- Networks of centres of excellence in universities across the country ($240 million);
- A national scholarship program which will provide four-year undergraduate scholarships worth $2,000 annually to 2,500 students entering science and engineering programs ($80 million); and
- Additional support for the research granting councils ($200 million - of which $77 million is included in the $3.2 billion figure cited above).

Liberal Answer

The Liberal party is committed to increasing Canada's Gross Expenditure on Research and Development (GERD) as a percentage of Gross Domestic Product (GDP) from its current level (Approx. 1.35 percent) to a level comparable with other major industrialized states, approximately 2 percent GERD/GDP. A portion of this increase will be directed towards the granting Councils. The exact amount of the increase will be determined through discussions with the Councils and other affected parties.

NDP Answer

We fully support the call for a doubling of the base budgets of the three granting councils over three years. Subsequent to this doubling, funds for the councils should be indexed at a rate of 1.5 per cent times G.N.P. growth. The Councils should also be assured money to cover generated overhead. Presently, there are no such assurances and money is often diverted to cover these costs.

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2. In constant dollar terms there has been virtually no increase in the base funds provided for the Social Sciences and Humanities Research Council since its founding in 1978-79 while the number of applications has increased by 48% and the costs of library services, computer time, research assistance and the like have steadily grown. This has produced a deep malaise in the humanities and social science community in this country.

Q: What is the policy of your party in regard to the funding of the humanities and social sciences in Canadian universities and, in particular, would your party increase financial support in this area?

PC Answer

The PC government fully appreciates the importance of the humanities and social sciences in helping to shape Canada's future. Not only do these disciplines represent a major part of our social, cultural and intellectual development, they also have a crucial role to play in establishing our place in an increasingly competitive world.

The past four years have seen support to the Social Sciences and Humanities Research Council (SSHRC) grow rapidly. Indeed, from the base of less than $61 million originally proposed for 1986-87, funding to the SSHRC is expected to rise a full 33 per cent to nearly $81 million for 1989-90.

Moreover, the SSHRC has shared fully in the increases in research funding provided by the Government during the past few months. In May 1988, an extra $200 million over five years for the three research granting councils was announced. Of this amount, 18 per cent has been allocated to the base funding of the SSHRC, a proportion substantially higher than the Council's usual 12 per cent of total granting council support.

As a result of the Government's funding plan for the research granting councils, support for the SSHRC will continue to increase over the next several years. While there will always be greater numbers of deserving scholars and graduate students than the available funds can support, we intend to ensure that research and scholarship in the human sciences can continue to flourish in our universities.

To this end, we will be continuing to provide, through the EPF arrangements, growing support to the provinces to help fund all aspects of post-secondary education, including a substantial portion of the costs of research.

Liberal Answer

A Liberal government would substantially increase Canadian investment in research and development during its first mandate, ie. to a rate of GERD/GDP comparable to our major economic competitors. This would mean substantial increases in federal support for university research, including research in the Social Sciences and Humanities.

NDP Answer

The Social Sciences and Humanities Research Council, like the other granting Councils, has been hurt by inadequate funding. We would increase its budget in line with the answer provided in question 1, section c. The impacts of technology and the ethical implications of science alone demand commensurate increases for SSHRC.

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3. Currently neither the income tax law nor regulations allow university professors to deduct the expenses of scientific and scholarly research which is required of them as professors and which they frequently have to pay themselves out of their own after-tax dollars owing to the underfunding of universities. In 1984 the Progressive Conservative Party stated: "We will act to ensure that where research and scholarly expenses are not reimbursed and whera receipts are provided, deductions trom income can ba made". This has not yet become part of either the income Tax Law or Regulations.

Q: Would your party ensure that either the income tax law or the regulations under the act permit such deductions?

PC Answer

The Income Tax Act allows for the full deduction of expenses on research projects against research grants awarded for these projects. Similarly, researchers who are in business for themselves are entitled to deduct any reasonable expenses made in order to earn income from the business.

For professors who are employees, salaries paid to assistants are deductible against income tax from employment as long as the contract of employment specifies that such assistants are required to fulfill the requirements of employment.

In the interest of fairness to all other categories of employees, there are no other special deductions available to professors.

The PC Party believes this policy is fair while also giving appropriate recognition to unique circumstances of professors engaged in research.

Liberal Answer

A Liberal government will review existing tax structures and introduce reforms to ensure these structures provide for the deduction of legitimate expenses incurred by professionals engaged in scientific and scholarly research.

NDP Answer

As you know, the Parliamentary Report on the Taxation of Visual and Performing Artists and Writers said, "Many academics incur substantial expenses related to their employment and required by it that are not recognized as deductions under the (Income tax) Act." The New Democrat on that committee expressed the dissenting opinion to the report criticising the report's failure to actually deal with the issue. Since that time we have recommended to the government that the Income Tax Act be amended to allow employment income deductions for expenses incurred by academics "in the conduct of their research or teaching duties which are required by their employment contract, or necessary for promotion, salary increments or tenure."

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D. Status of Women

1. The Progressive Conservative Party has passed legislation which requires contractors in the federal sphere to establish certain equity guidelines in relation to hiring.

Q: Does your party consider this legislation effective? If so, why? If not, what would you do to change it?

PC Answer

The legislation mentioned above is just one aspect of the PC government's actions to remove discriminatory policies and practices and foster fair representation in the labour market.

The Employment Equity Act is aimed at redressing historic and systemic discrimination against four designated groups: women, the disabled, aboriginal peoples, and visible minorities. It requires all federally regulated employers with more than 100 employees and Crown Corporations to implement employment equity by identifying and eliminating discriminatory employment practices and by implementing measures to ensure that target groups are fairly represented in the workplace. Moreover, employers are required to make public annual progress reports.

To further demonstrate our commitment to employment equity we are addressing this issue within the federal public service. A Joint Management-Union Committee has been appointed to examine how pay equity could be implemented throughout the Public Service. A final report is expected by November, 1989.

Additional resources have been provided to enforce equal pay provisions in the Canadian Human Rights Act (CHRA). The Canadian Human Rights Commission has issued guidelines to clarify employer responsibilities to implement the equal pay for work of equal value provisions under the CHRA, and Labour Canada has embarked on a public education program with employers in federally regulated industries to ensure compliance with the equal pay provisions of the CHRA.

All of these initiatives should result in the narrowing of the wage gap between men and women in the coming years.

Liberal Answer

Discrimination cuts across all aspects of our society, and therefore requires a more comprehensive approach. The Liberal party believes that the Employment Equity Act should be strengthened so that it can be pro-actively enforced by the Human Rights Commission. Furthermore, a Liberal government would instruct all federal departments and agencies to re-examine their public and internal programs and policies to ensure that women who are also members of minority groups are receiving fair and equal treatment and opportunity.

NDP Answer

In fact, the Conservative government did not legislate contract compliance but continues to give the impression that contract compliance is included in Bill C-62 - The Employment Equity Act. One of the many criticisms of this legislation is that it does not cover the federal public service and it does not legislate contract compliance.

The Conservatives updated an old program - the Federal Contracts Program (1976) and called it the Federal Contractors Program. Like the old program this merely requires contractors to sign a statement promising to implement employment equity. Further, enforcement is negligible and, as such, the program is generally considered to be a joke.

Concerns have also been raised about the fact this program does not interact with provincial human rights legislation. In addition, the commitment of the Conservative government to this program must be questioned in light of the fact only five inspectors will be used to monitor this program for the whole country.

In consultation with unions, employers and employee associations a New Democrat government will bring in mandatory affirmative action legislation which will require federal contractors to implement affirmative action for women, disabled, native and visible minority Canadians. New Democrats believe that the federal government should set an example by requiring fairness in employment in areas under its jurisdiction.

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2. The CAUT has adopted a daycare policy which recommends universality, non-profit status, high quality through licensing, public funding, an active parental role in determining the child-care environment, the involvement of child-care providers in decision-making, and either community based or sponsored by employers with the participation of users.

Q: What are the main outlines of your party's policy on child care?

PC Answer

Conscious of the growing need for more day care spaces in Canada, the government has developed a National Strategy on Child Care.

Canadians have vastly different needs and values when it comes to the care of their own children. Our National Strategy on Child Care acknowledges those values and allows Canadian parents to make a choice among the various child care options that best meet their needs and the needs of their children. The Mulroney government is committed to implementing a comprehensive child care system and to promoting women's economic equality.

The Strategy is designed to increase the availability and accessibility of affordable, quality child care services for all Canadians.

Its principal objective is to add at least 200,000 subsidized child cares spaces to the number of spaces currently available. It also provides more tax breaks for parents who are looking after their children at home or who place them in informal or private day care services. The National Child Care Strategy comprises three elements:

- An enriched cost-sharing arrangement with the provinces and territories, of approximately $4 billion, that will create the 200,000 new child care spaces.
- Two tax measures, representing an expenditure of $2.3 billion. One measure will increase the Child Care Expense Deduction from $2,000 to $4,000 per child age six or

under, while the other will supplement the Child Tax Credit by $100 this year and an additional $100 next year. Over one million Canadian families will be eligible for this Child Tax Credit supplement.

- A $100 million Child Care Initiatives Fund that will be used for research and evaluation of existing and evolving child care services. Through this fund, the federal government is making a significant contribution to improving the quality of day care services across the country.

An additional "top up" benefit will help provinces with less-developed systems approach national levels in their financing of child care.

$60 million will be used to determine child care requirements of on-reserve Indians, to train and develop child care workers, and to build and operate accredited child care services for Indian communities.

The government passed the Child Care Act in the House of Commons, but unfortunately the Liberal-dominated Senate delayed passage. As a result, the Act will not become law until it is re-introduced after the election. Once passed, the final stage will be to enter into agreements with each of the provinces to define the number of spaces to be created, the basis of shared funding, and the standards of care that they will be required to develop and enforce.

Each agreement will have to stipulate that the province commits itself to according special priority to meeting the needs of children from low and modest income families. The agreements will also indicate the means by which the province will meet the child care needs of its minorities and of its ethnic communities.

The National Strategy on Child Care is an innovative new social policy that responds to the needs of Canadian families in a caring and flexible manner. It is designed to be fair to all regions across Canada, but at the same time affordable for the whole country.

Liberal Answer

We will provide for the development of 400,000 new child care spaces over the next 7 years - twice the number proposed by the Conservatives.

We will establish a National Child Care Foundation to channel funds to community and parent groups wanting to establish new child care centers.

We will allow employers a 5-year capital cost write-off exceeding 100 percent to stimulate the growth of high-quality, workplace child care.

We believe in maintaining a user-fee system but with subsidies available to families unable to afford the full cost. Families at average income would be subsidized at 50 percent of costs incurred for child care, while families below the poverty line would be fully subsidized.

Access to child care will also be provided for "latch key" children - i.e. school-age children needing care after school.

We will also expand the provision of maternity benefits through unemployment insurance to 26 weeks, from the present 15 weeks with consideration being given to offset additional costs for small struggling firms.

NDP Answer

Canadian families urgently need greater access to child care for their children. And Canadian parents want and need safe, quality child care spaces they can afford. For New Democrats this means child care which meets national objectives for quality. It means child care which is flexible and can meet the needs of Canadians in cities or rural areas, in child care centres or in the homes of licensed care givers.

The Conservative government has put forward a child care program which we reject completely. The Conservative program will actually produce fewer new spaces than are presently developing under the old rules. The Conservatives refuse to include national objectives in their Child Care Act to guide the development of federally funded child care in the provinces. Our children deserve better than that.

New Democrats have put forward a child care program which will see the number of quality child care spaces double over the next four years. Federal child care legislation would include national objectives, similar to those in the Canada Health Act, to assure the necessary quality for our children's care. To give parents real choices about staying home with infant children we would also be improving provisions for parental and maternity leave benefits.

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3. In "Who turns the wheel?", The Science Council of Canada noted that women continue to be significantly underrepresented in faculties of science as either professors or students.

Q: Does your party regard these patterns as a concern? Who shares responsibility for their reversal and what measures would your party support to change this situation?

PC Answer

The federal government is concerned with the under-representation of women in some aspects of post-secondary education. The government's concerns arise not only because of questions related to employment equity but also because Canada cannot afford to under utilize the pool of skills and talent represented by half its population.

More equitable representation at the senior levels is expected to evolve as the larger cohort of junior female faculty gains seniority. In the meantime, the PC government is working with the provinces and the national interest groups to provide information on women's issues related to post-secondary education and to examine its own programs and policies which may be able to promote increased equity for women at the post-secondary level.

A good example of this concern is the recently established Canada Scholarships Program which will provide four-year undergraduate scholarships worth $2,000 annually to 2,500 students entering science and engineering programs. Under this program, women must receive at least 50% of the scholarships awarded.

The Canada Student Loans Program is currently under review and special attention is being given to the financial needs of students who are single parents, the majority of whom are women.

Liberal Answer

Yes, the Liberal Party is very concerned about such patterns. The responsibility for changing the current situation rests primarily with the federal and provincial levels of government. Part of this responsibility is to demonstrate pro-active leadership in enlisting the support of the private sector, educational institutions, including those responsible for primary and secondary science curriculum, and the general public to join in the effort to reverse this trend.

A Liberal government will introduce new employment equity measures which will assist in reversing this pattern by reasserting equality in employment and opportunities for women as a priority of federal policies and program including those which impact on fields of education and research. (See above question D-1.)

NDP Answer

New Democrats are deeply concerned about the continuing underrepresentation of women both as professors and as students. New Democrats believe that the causes of this underrepresentation can be traced back to the early years of a girl's development and that the elementary school system could play a bigger role in ensuring girls are directed to sciences and maths.

New Democrats recognize that much of the jurisdiction for education in Canada lies with the provinces. However, New Democrats also believe that the federal government could play a role through demanding more accountability for federal spending on education. A New Democrat government will bring in special measures where jurisdiction allows to ensure women in post-secondary education have increased access to non-traditional areas of study such as sciences, maths and engineering.

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E. University Students

1. The Canadian Federation of Students has expressed concern about the growing debt load of Canadian students.

Q: Does your party share this concern, and would it introduce any modifications to the current federal student aid provisions?

PC Answer

The PC government is firmly committed to working with the provinces and the other interested parties in the field of student assistance and is undertaking measures to bring the Canada Student Loans Program in line with the present needs of students.

Two groups have been established to help conduct this needed re-examination:

- The National Advisory Group on Student Financial Assistance, of which the CAUT is a member; and
- The new Intergovernmental Consultative Committee on Student Financial Assistance.

Secretary of State Bouchard has indicated his commitment to the rapid implementation of administrative and legislative reforms to the Canada Student Loans Program in response to the work being undertaken by these two groups.

Liberal Answer

Liberals regard the future of Canada's economic and social system as dependent upon our ability to maintain the excellence and accessibility of Canada's education system, including post-secondary education. The Liberal party has in the past expressed its great concerns regarding the crushing debt load facing many post-secondary students and their families. A first priority of a Liberal government will be to introduce, in co-operation with the provinces, reforms to the current federal-provincial funding arrangements for post-secondary education, including changes to the existing support programs which directly affect the economic situation facing post-secondary education students and their families. In addition, a Liberal government will establish a new scholarship program, The Canada Scholar Program, for those students making the transition from secondary to post-secondary education.

NDP Answer

We believe that a number of steps must be taken to reduce the burden of debt for students. Part of this solution must include greater funding directly for post-secondary education and a greater level of support for students. A New Democrat government would be prepared to study the possibility of moving to a system based more on grants and less on loans as part of this process. We would also negotiate to convince the provinces to improve their record of diverting funds from bursary to loan programs.

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2. The CAUT, The Canadian Bureau for International Education, and the Canadian Federation of Students have long held that Canada should have a rational and effective policy to encourage qualified international students to come to Canadian universities.

Q: What is the policy of your party in relation to the presence of international students in Canadian universities and would your party make any changes in the way in which the federal government exercises its responsibilities within its constitutional jurisdication in this area?

PC Answer

The PC party is committed to encouraging international students to come to Canada, and to achieving this through cooperation with the provinces, interest groups and the private sector.

International students represent numerous benefits including: trade promotion, direct economic contributions to the economy, assistance in conducting advanced research, enriching the Canadian system of post-secondary education, and the achievement of our foreign policy objectives.

The PC government has announced several important initiatives:

- No imposition of student visa fees.
- The easing of employment restrictions for international students and their spouses wishing to work in Canada.
- The number of CIDA-assisted students and trainees receiving education and training will double over the next five years to a total of 12,000 per year. About half will likely be trained in Canada.

The Department of Secretary of State is consulting with several of the non-governmental organizations most heavily involved with international students in order to develop better coordination.

Liberal Answer

The Liberal Party has had a long-standing commitment to promote the access of foreign students to Canada's PSE institutions. On April 27 Liberal critic responsible for post-secondary education, the Honourable William Rompkey, introduced a Private Members motion which read:

> "That, in the opinion of this house, in order to foster the development of other countries and to promote international understanding and in order to allow Canadian society to benefit to a greater extent academically, culturally, politically, and financially, the government should consider the advisability of developing policies and implementing which provide greater access by international students to Canadian post-secondary institutions."

A Liberal government will act on this commitment by increasing Canada's development assistance program, including increasing scholarships for foreign students, and entering into discussions with the provinces and the education community to determine what changes are necessary to areas of policy including federal support for students and post-secondary institutions, immigration, and multiculturalism.

NDP Answer

New Democrats believe international students play an important role in Canadian universities. There presence makes a contribution in economic, cultural and educational terms. As well, Canada's support for international students is an important contribution towards development in less developed countries. The most important step which could be taken in Canada to encourage the presence of international students would be a reduction or elimination of differential fees for such students. We support such a step. This will require negotiations with the provinces, as well as the provision of bursaries to encourage students from the most under developed countries.

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3. Students of native ancestry have long been under-represented in universities. Just when unprecedented numbers of them are preparing to enter or have entered universities, federal support has been diminished in programs which traditionally supported their education.

Q: Will your party restore financial support for students of native ancestry, and in what ways? Are there other measures which your party supports in the area of accessibility to post-secondary education for this group?

PC Answer

The number of native post-secondary students supported under the Post-Secondary Stu-

The Status of Women Committee's Workshop

by Jane Gordon
Chair, Status of Women Committee

Three keynote speakers offered major challenges to some of our traditional images of academic life at the Status of Women workshop held recently in Vancouver.

Linda Briskin suggested that collegiality, as it is practised, masks the major power relationships of the academy and leads to the invisibility of the employer. Decisions are made under vague, informal rules which makes it harder for people who are marginal in the academy. She presented a vision of what a transformed academy would look like. Briskin also argued that the experiences of individual women exist in a context of institutional practices and systemic patterns which reinforce the notion that an individual's chances depend on their own efforts. Darlene Marzari, a BC MLA, argued that what women are asking for is a revolutionary change in social structure. In academic life, as elsewhere, the nature of the "minor" demands of women represent a fundamental transformation of those structures.

The final keynote speaker, Rosemary Brown, former MLA and Chair of Women's Studies at SFU, raised questions of the ways excellence is used as the enemy of equity. Excellence is a subjective matter and has been used to devalue women's scholarship. It has often been presented as the argument against equity programs for hiring women. What needs to happen is a rethinking of what we mean by excellence.

The 100 delegates in attendance at the Oct. 20-22 workshop reacted sympathetically to these comments. Both in the plenary sessions and the smaller workshops, the workshop participants reflected and deliberated the admission process (getting hired), the evaluation process (tenure & promotion) and the use of legislated initiatives and collective agreements in increasing the participation of women in academic careers.

Formal presentations and panel sessions were balanced with informal and special interest gatherings. The delegates were not unanimous in their points of view about ways to address the problem but there was consensus that there is a serious problem of systemic discrimination at universities. To address the problem change is needed at all levels. Women themselves must organize and make alliances with community based groups. Sympathetic men must develop support groups on women's issues and work with their colleagues.

The delegates present were united in one action effort. Aleksandra Vinogradov, who spoke at the workshop, is fighting the denial of an appointment to the Engineering Faculty at the University of Calgary (see CAUT Bulletin - Feb./87). She is also involved in a case brought before the Alberta Human Rights Commission. After learning that an appeal from what is generally seen as a bad judgement was unlikely, those in attendance sent a telegram to the Alberta Human Rights Commission and passed motions urging the CAUT Executive to take several specific actions. This case has dragged on for years.

In addition to the more serious session, the delegates enjoyed a relaxing jazz concert by Victoria pianist Louise Rose as well as the (to many) mild, if foggy, climate of Vancouver. Informal gatherings at meal times contributed to a sense of involvement.

Defence Fund grows in size and membership

by John Evans

The Board of Trustees of the CAUT Defence Fund met in Lakehead for their annual meeting. The trustees had as their guest Glen Larson from the University of Regina Faculty Association. Bob Rodger, Chair of the Collective Bargaining Coop, also attended. As with all such meetings of Trustees, the prime focus of discussion is the health of the fund and its growth. From the review of last year's accounts matters appear to be well in hand. The fund is increasing at a healthy rate and the number of member unions is increasing. In the last year, three more have joined the fund; Cape Breton, Memorial and Mount St Vincent.

The trustees set in motion the procedures for the separate incorporation of the fund in the further interest of making sure that its assets were protected.

As part of its business the Board approved the paying of benefits to the unions at Acadia and Dalhousie in the event that they went on strike. Both of these unions have taken a strike vote of their membership and both received positive mandates. As in all such cases there was a review, by the Secretary, of the goals of these potential strikes to ensure that they conform to the purposes of the fund.

Sandra Zuk (Winnipeg) was elected Chair for another year. Ross Johnston (Windsor) chairs the Investment Committee and Robert Dilley (Lakehead) chairs the Policy and Planning Committee for the coming year.

The Lakehead University Faculty Association hosted a social evening during which Professor Zimmerman, who had been a chief organizer of the strike which that union undertook in January, reminded members of the importance of the fund and the value that it had been to LUFA when it had undertaken its action.

Le Fonds de défense croît en taille et en nombre

Le Conseil d'administration du Fonds de défense de l'ACPU a tenu sa réunion annuelle à Lakehead. Le Conseil avait comme invité Glen Larson de l'Association des professeurs de l'Université de Régina. Bob Rodger, Président de la Coop de négociation collective, y assistait aussi. Comme c'est le cas des réunions du Conseil d'administration, le principal sujet de discussion a été la santé du fonds ainsi que sa croissance. Il est ressorti de l'étude du bilan de l'année dernière que les choses étaient bien en main. Le fonds croît à un taux sain et le nombre de syndicats membres augmente. Au cours de la dernière année, trois autres se sont joint au fonds: Cap Breton, Memorial et Mont St-Vincent. Les fiduciaires ont entamé les procédures visant à l'incorporation distincte du fonds afin de mieux assurer l'intérêt de ses actifs.

Parmi son agenda, le Conseil a approuvé le versement de prestations aux syndicats des universités Acadia et Dalhousie pour le cas où ils aillent en grève. Ces deux syndicats ont demandé et reçu un mandat de grève de la part de leurs membres. Comme d'habitude dans de tels cas, le Secrétaire a examiné les buts de ces grèves possibles afin de s'assurer qu'ils se conforment aux objectifs du fonds.

Sandra Zuk (Winnipeg) a été élue présidente pour une autre année. Ross Johnston (Windsor) sera président du Comité des investissements et Robert Dilley sera président du Comité des politiques et de la planification au cours de la prochaine année.

L'Association des professeurs de l'Université Lakehead a été l'hôte d'une soirée au cours de laquelle le Professeur Zimmerman, qui a été le principal organisateur de la grève que ce syndicat a entreprise au cours du mois de janvier a rappelé aux membres l'importance du fonds et de la valeur qu'il a eue pour l'APUL lorsqu'elle l'a entreprise.

dent Assistance Program of the Department of Indian Affairs and Northern Development (DIAND) has grown from 3,600 in 1977-78 to approximately 14,000 in 1987-88.

The DIAND budget for this activity has grown by a factor of ten in the last decade to reach $130 million in 1988-89 from a level of $49 million in 1984-85.

An additional $18.7 million will be provided in 1988-89 to students registered under Bill C-31.

The PC party is committed to supporting post-secondary education for native students as a vital aspect of the development of native leadership and self-government.

Liberal Answer *(reply to questions 3 & 4)*

A Liberal government will work to enhance the excellence and accessibility of Canada's post-secondary education system. This includes increasing federal support for students, education institutions and professionals in the academic community. A Liberal government will introduce changes to Canada's education system which reflect the traditional Liberal principle that education is a fundamental right and prerequisite to the advancement of economic and social justice. A Liberal government will include the discussion of reforms to the current system of public sector support to Canada's post-secondary education system, especially as it affects minorities and economically disadvantaged Canadians, as a priority item in the next round of federal and provincial discussions on post-secondary education.

NDP Answer

New Democrats have opposed the diminishment of programs which bave traditionally supported native education. We believe that post-secondary education is a treaty right and should be supported for all status native people.

Metis and Non-Status Indians face problems of access to post-secondary education not faced by other Canadians or even by status Indians. We recognize that special measures must be taken to promote access for them. We have not developed a specific policy in this area, however, steps must be taken both with respect to financial barriers and in program development. Special programs within universities and colleges for Native people have been effective in increasing numbers of Native graduates.

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4. Recent analyses (Harvey, 1977; Guppy, 1988) suggest that there has been virtually no change in the last decade with respect to the socio-economic background on Canadian university students. Although the proportion of women attending university has increased significantly; women and men whose parents have lower income or have less formal education are less likely to attend university than men and women whose parental income or education is higher.

Q: Is your party committed to reversing this trend? If so, what measures does it advocate?

PC Answer

In May 1988, the Department of Secretary of State sponsored a meeting on post-secondary education research organized by the Association of Universities and Colleges of Canada (AUCC). It was agreed that one area, among others, that should be addressed by a research program is the "accesibility and the demand for post-secondary education.

At present, federal and provincial governments are also examining possible means of intensifying their collaboration and support for research activities in this area.

In the meantime the Secretary of State has indicated his commitment to the rapid implementation of administrative and legislative reforms to the Canada Student Loans Progam in response to the work being undertaken by the National Advisory Group on Student Financial Assistance and the Intergovemmental Consultative Committee on Student Financial Assistance.

Liberal Answer

See question 3 above.

NDP Answer

New Democrats believe that high tuition fees are one of the major factors standing in the way of access to university for lower income Canadians. Dealing with this problem will require a number of approaches. We must recognize that tuition fees have been going up because of lack of support to post-secondary education from federal and provincial governments. Adequate levels of funding would reduce pressures to raise tuition fees.

Direct support will also be necessary for students and particularly students from disadvantaged groups. This questionnaire has already touched on the issue of native students, however, disabled students and other minority groups will also require special levels of support to encourage them to higher levels of education. The Canada Student Loan Program has been a useful program but it will require changes to ensure federal funds do not allow provincial governments to back out of grant support for qualified students.

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F. Copyright

CAUT supported phase one of the federal government's copyright legislation. The government has promised a second phase of legislation to deal with a number of issues, including the access of researchers to certain copyrighted material. CAUT favours the creation of an exemption for single copies of one article in a periodical for the purposes of technical, scientific or scholarly research (an exemption which exists in British, American and Australian copyright law) and an exemption for inter-library loan.

Q: Does your party support these two exemptions?

PC Answer

Work on the second phase of the copyright revision is well under way. Consultative Committees representing both creators and user groups (including teachers and librarians) have met to work out their differences.

The next phase of the legislation will involve revisions to the exemptions for certain uses of copyright material, including schools and libraries.

Liberal Answer

The Liberal party recognizes the importance of establishing legislation which both rewards and protects creators while at the same time allowing for a reasonable degree of freedom for educators to make spontaneous use of the wide range of materials which are essential for the provision of excellence in education.

In reference to the submission by the Canadian Teachers' Federation, the Liberal Critic for Communications and Culture, Mrs. Finestone, supported the CTF's call for spontaneous use of some materials. In reference to this call, Mrs. Finestone stated in the House of Commons "This, they define as fair use. I think that that is fair play" (February 3, 1988). A Liberal government will enter into negotiations with both creators and users to determine possible exemptions, and will introduce legislation which reflects the results of these negotiations.

NDP Answer

New Democrats pushed for an early introduction of exemptions so that copyright legislation would be workable. We would certainly support such exemptions recognizing both that it is important for creators to be rewarded for their work and for educators to continue to have access to necessary matcrial.

LES RÉPONSES DES PARTIS

A. Paiements de transfert fédéraux

1. En 1984, le Parti progressiste-conservateur a résolu de maintenir "l'engagement financier actuel du gouvernement fédéral (au titre de l'enseignement postsecondaire) selon la formule établie dans l'entente de 1977". En 1986, le gouvernement a adopté le projet de loi C-96 qui retranchera pendant les cinq prochaines années 1,5 milliards de dollars des paiements de transferts aux provinces au titre de l'enseignement postsecondaire.

Q. Est-ce que votre parti rétablirait cette somme s'il était élu au pouvoir? Dans l'affirmative, selon quel intervalle?

REPONSES:

Les Conservateurs

La plus grande partie de l'aide financière du gouvernement fédéral aux fins de l'éducation postsecondaire (EPS) et des soins de santé est fournie au moyen de transferts fiscaux aux provinces et aux gouvernements territoriaux. Ces transferts sont établis d'après un système connu sous le nom de "Programmes établis de financement" (PEF) et le Ministre des finances a la responsabilité de fixer les versements des PEF (pour les soins de santé aussi bien que l'EPS).

Le financement fédéral en matière de soins de santé et d'EPS est considérable: 18,7 milliards de dollars en 1988-89. On s'attend à ce qu'il passe à environ 19,7 milliards de dolars en 1989-90, de 14,6 milliards de dollars qu'il était en 1984-85.

Le taux de croissance de ce financement est d'environ 5% par an - ce qui se compare favorablement à celui de plusieurs autres domaines des dépenses fédérales. Le gouvernement fédéral fait beaucoup pour financer l'EPS et les soins de santé en période de contraintes budgétaires continuelles.

Les Liberaux

Non. Le Parti libéral apportera toutefois des réformes au PEF de manière à inverser les effets négatifs des coupures conservatrices.

Les Néo-démocrates

Les Néo-démocrates estiment que le financement de l'éducation postsecondaire au Canada a besoin d'être révisé à fond, ce qui ne peut s'effectuer uniquement en rétablissant la coupure de 1,5 milliard de dollars du gouvernement conservateur.

On doit se rappeler que les Libéraux ont retranché un montant similaire au financement de l'éducation postsecondaire en éliminant la garantie de revenu des Programmes établis de financement. En fait, c'est John Turner qui, en tant que Ministre des finances, a proposé un plafond aux contributions à l'éducation postsecondaire. Les Libéraux ont fait encore plus de tort avec leur programme "6 et 5" qui, encore une fois, a fixé un plafond au taux de croissance du financement de l'éducation postsecondaire. Ces coupures des Libéraux aussi bien que des Conservateurs font partie d'une attaque contre les Programmes établis de financement qui a duré plus d'une décennie.

Comme vous le savez, le financement des PEF représente la contribution du gouvernement fédéral en matière de soins de santé et d'éducation postsecondaire. La contribution du gouvernement fédéral à ces deux programmes s'élevait à près de 50 pourcent, il y a une décennie. Cette somme a maintenant diminué à un montant plus près de 40 pourcent. Les provinces ont malheureusement aggravé le problème. Par exemple, la Colombie-Britannique n'a même pas, à plusieurs reprises, distribué les augmentations du financement fédéral à l'éducation postsecondaire qui lui était destiné.

Aborder ces problèmes exigera un effort important de la part du gouvernement fédéral aussi bien que des provinces. Les Néo-démocrates ont pris l'engagement d'instituer un financement stable pour l'enseignement postsecondaire au moyen d'ententes fédérales-provinciales négociées ayant pour but de retourner à une formule de partage des coûts à 50/50 dans les domaines des soins de santé et de l'éducation postsecondaire. Nous croyons qu'une infusion de capitaux est nécessaire à court terme afin de partiellement contrebalancer les effets des coupures des dernières années. Ces augmentations du financement fédéral seraient accompagnées d'ententes visant à s'assurer que le financement destiné à l'éducation postsecondaire est utilisé à cette fin.

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2. Certains observateurs, notamment les auteurs du rapport Wright, ont suggéré que les sommes qui sont maintenant transférées aux provinces au titre de l'enseignement postsecondaire, soit 2,3 milliards de dollars en espèces, soient réaffectées de sorte que le même montant servirait à accroître le financement de la recherche universitaire et l'aide financière aux étudiants.

Q. Est-ce que votre parti appuierait un tel changement?

REPONSES:

Les Conservateurs

Etant donné que le PEF est égal per capita, la contribution du gouvernement fédéral à toutes les provinces est proportionnellement la même. En outre, les provinces à revenu plus faible reçoivent une aide financière supplémentaire sous le Programme fédéral de péréquation qui peut être utilisé pour soutenir des programmes d'éducation postsecondaire et de soins de santé.

Certaines provinces peuvent être mises dans la situation où elles devront couper de manière importante, si tout le financement pour l'éducation postsecondaire est utilisé dans le but de financer la recherche universitaire et l'aide financière aux étudiants.

Le gouvernement du PC a fourni un soutien accru à la recherche universitaire par d'autres mesures.

Les Liberaux

Non. Un gouvernement libéral continuerait d'accorder son appui aux arrangements existants relatifs au financement de l'éducation postsecondaire, pourvu qu'on puisse en arriver à une entente avec les provinces quant à la nécessité d'assurer un soutien plus important à tous les aspects du financement de l'éducation postsecondaire, y compris le soutien à la recherche et à l'aide aux étudiants.

Les Néo-démocrates

Non. Au lieu d'augmenter le financement alloué aux provinces aux fins de la recherche, cette suggestion ferait que des sommes seraient transférées des frais d'exploitation et de l'aide aux étudiants. Ce n'est pas une solution à aucun problème.

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3. Certains observateurs, entre autres les membres de la Commission Macdonald, ont recommandé que les paiements de transfert fédéraux ne soient plus versés aux provinces mais directement aux étudiants sous forme de bons d'études qu'ils pourraient utiliser dans l'établissement d'enseignement de leur choix.

Q. Est-ce que votre parti appuierait un tel changement?

REPONSES:

Les Conservateurs

Comme dans le cas de toutes les grandes institutions, les universités ont besoin d'un certain degré de certitude quant au financement afin de mieux planifier. En accordant les paiements de transferts directement aux provinces, les répartitions budgétaires peuvent être faites à plus long terme que si chaque institution devait attendre de connaître le nombre d'étudiants inscrits avant d'affecter les sommes d'argent à leurs divers programmes.

Les Liberaux

Non. Voir la question 2 ci-dessus.

Les Néo-démocrates

Les Néo-démocrates n'appuieraient pas un tel changement pour plusieurs raisons. Premièrement, un tel changement retirerait toute incitation que les provinces avaient d'augmenter leurs contributions à l'éducation postsecondaire. Bien que la situation présente ne soit pas satisfaisante, cela serait pire. Deuxièmement, le système de bons d'études serait extrêmement dur pour sept des dix provinces, Terre-Neuve, qui connait déjà assez de difficultés économiques, perdrait 8,4 pourcent de ses subventions de fonctionnement.

Le Canada a besoin d'un réseau fort et stable d'universités à travers le pays. Le "système de bons d'études" Macdonald minerait ce réseau.

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4. A l'heure actuelle, les paiements de transfert fédéraux versés aux provinces au titre de l'enseignement postsecondaire ne sont soumis à aucune condition et les provinces peuvent affecter l'argent à d'autres secteurs si elles le désirent.

Q. A votre avis, ces sommes devraient-elles être soumises à des conditions?

REPONSES:

Les Conservateurs

Etant donné que l'éducation est essentiellement de juridiction provinciale, ces fonds sont distribués aux provinces en tant que revenus généraux. C'est à chaque gouvernement provincial d'établir ses priorités et de répartir ses réserves fiscales en conséquence.

Les Liberaux

Il devrait exister une meilleure coordination entre les politiques fédérales et provinciales ayant un impact direct sur le financement de l'éducation postsecondaire. A cette fin, un gouvernement libéral négociera un nouvelle formule de financement avec les provinces d'après la prémisse que l'argent des transferts fédéraux aux provinces destinés à l'éducation postsecondaire doivent être dépensé aux fins de l'éducation postsecondaire.

Les Néo-démocrates

Les Néo-démocrates estiment que les provinces doivent être responsables des fonds fédéraux fournis au titre de l'éducation postsecondaire. C'est la raison pour laquelle nous avons présenté en 1984 un amendement à la législation gouvernementale qui aurait prévu ces contrôles. Les Libéraux et les Conservateurs ont voté contre notre amendement.

* * * * *

5. Est-ce que votre parti propose d'autres modifications aux paiements de transfert aux provinces au titre de l'enseignement postsecondaire?

REPONSES:

Les Conservateurs

Sans doute, cela fera partie des discussions du Comité des Ministres responsables de l'éducation postsecondaire, de même que d'autres inquiétudes importantes concernant l'éducation postsecondaire au Canada.

Les Liberaux

Voir le réponse # 4 ci-dessus.

Les Néo-démocrates

Voir la réponse à la question 1.

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B. Arrangements fédéraux-provinciaux

Lors du Colloque national sur l'enseignement postsecondaire tenu à Saskatoon en octobre 1987, et que le gouvernement fédéral et le Conseil des ministres de l'Education ont organisé conjointement, les délégués ont manifesté une nette insatisfaction envers le manque d'ententes pour encourager la collaboration entre les deux paliers de gouvernement et le milieu postsecondaire.

Q. Est-ce que votre parti favorise des améliorations à cet égard, et si oui, quel changement apporterait-il?

REPONSES:

Les Conservateurs

Le Colloque était la première étape critique d'une nouvelle vue sur l'éducation postsecondaire. Pour la première fois, les gouvernements fédéral et provinciaux ont discuté ensemble des problèmes. En outre, c'était la première fois que tous les principaux intervenants étaient rassemblés: gouvernements, secteur privé, syndicats, professeurs et groupes d'intérêt.

La clef de toute amélioration est une plus étroite collaboration entre les deux paliers de gouvernement. M. Lucien Bouchard, Secrétaire d'Etat, a rencontré le Comité des ministres responsables de l'éducation postsecondaire nouvellement créé où tous les ministres ont confirmé leur intention de continuer et d'intensifier la collaboration dans le domaine de l'éducation postsecondaire.

Les Liberaux

Conformément à son engagement à résoudre la crise actuelle dans le domaine de

l'éducation postsecondaire, un gouvernement libéral proposera, en collaboration avec les provinces, des changements aux arrangements actuels en matière de financement et cherchera à établir, au moyen de consultations avec les parties intéressées, un mécanisme permanent visant à s'attaquer au besoin urgent d'un plus grand dialogue entre les paliers de gouvernement et la communauté de l'éducation postsecondaire.

Les Néo-démocrates

Tel que nous l'avons dit dans notre réponse à la question 1 de la Partie A, nous estimons qu'il doit y avoir de nouveaux arrangements négociés entre les gouvernements fédéral et provinciaux pour régir le financement de l'éducation postsecondaire. Nous croyons qu'une plus grande collaboration entre les gouvernements pourrait faire partie de ce processus. En outre, nous avons fait appel à l'establishment, en collaboration avec les gouvernements provinciaux, dans la mise sur pied du Conseil national sur l'éducation. Il s'agissait d'une recommandation de l'ACPU et il agirait à titre de conseiller éclairé du gouvernement sur les sujets affectant les objectifs et le financement de l'éducation postsecondaire. Il comprendrait des représentants de divers régions et secteurs de la communauté de l'éducation postsecondaire, y compris des étudiants.

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C. Appui du fédéral à la recherche universitaire

1. Le gouvernement fédéral subventionne la plus grande partie de la recherche universitaire et ce que versent les conseils subventionnaires fédéraux (Conseil de recherches médicales, Conseil de recherches en sciences naturelles et en génie, Conseil de recherche en sciences humaines) est d'une importance capitale pour la recherche de base. Le Conseil consultatif national des sciences et de la technologie, présidé par le premier ministre, a reçu en décembre 1987 un rapport de Pierre Lortie, pdg de Provigo, qui recommandait que l'enveloppe de base des conseils subventionnaires fédéraux soit doublée en trois ans.

Q. Est-ce que votre parti appuie la recommandation de M. Lortie?

LES REPONSES:

Les Conservateurs

Le gouvernement du PC a pris des mesures conçues pour assurer le financement adéquat des trois conseils subventionnaires de recherche:

- Une politique de fonds compensatoire a été établie pour les trois conseils subventionnaires de recherche conformément à laquelle les contributions du gouvernement seraient équivalentes à celles du secteur privé; et
- le financement fédéral des trois conseils subventionnaires totalisera presque 3,2 milliards de dollars au cours de la période de cinq ans qui s'écoulera entre 1986-87 et 1990-91.

Le Premier Ministre a annoncé le 13 janvier 1988 que le gouvernement injectera une somme supplémentaire de 1,3 milliards de dollars pour la science et la technologie au cours des cinq prochaines années (de 1987-88 à 1991-92). Une partie de cete aide additionnelle sera utilisée pour:

- des réseaux de centres d'excellence dans les universités à travers le pays (240 milliards de dollars);
- un programme national de bourses qui accordera des bourses d'études de premier cycle au montant de 2 000$ par an à 2 500 étudiants s'inscrivant à des programmes de science et de génie (80 millions de dollars); et
- une aide additionnelle pour les conseils subventionnaires de recherche (200 millions de dollars - dont 77 millions de dolars sont compris dans les 3,2 milliards de dolars ci-haut mentionnés.

Les Liberaux

Le Parti libéral s'est engagé à faire passer le montant des Dépenses Brutes en matière de Recherche et Développement (DBRD) du Canada en tant que pourcentage du Produit Domestique Brut (PDB) de son niveau actuel (environ 1,35 pourcent) à un niveau comparable à celui des autres principaux pays industrialisés, soit environ 2 pourcent du DBRD/PDB. Une partie de cette augmentation sera répartie entre les trois conseils subventionnaires. Le montant exact de cette hausse sera déterminé lors de discussions avec les conseils et les autres parties impliquées.

Les Néo-démocrates

Nous appuyons entièrement la demande de doubler les budgets de base des trois conceils subventionnaires sur trois ans. En plus de ces fonds du double, le financement des conseils devrait être indexé au taux de 1,5 pourcent de la croissance du PNB. Les Conseils devraient aussi être assurés d'un budget suffisant pour couvrir les frais généraux. A l'heure actuelle, il n'existe aucune assurance de ce genre et l'argent pour couvrir ces coûts est souvent détourné.

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2. En dollars constants, l'enveloppe de base du Conseil de recherches en sciences humaines n'a presque pas augmenté depuis sa fondation en 1978-1979. Pourtant, le nombre de demandes s'est accru de 48 % et les frais des services de bibliothèque, de temps d'ordinateur, d'aide à la recherche, etc, ont augmenté régulièrement. Cette situation a créé un profond malaise dans le milieu des sciences sociales et humaines.

Q. Quelle est la politique de votre parti en ce qui concerne le financement des sciences sociales et humaines dans les universités canadiennes et, en particulier, est-ce que votre parti augmenterait l'aide financière du gouvernement dans ce secteur?

REPONSES:

Les Conservateurs

Le gouvernement du PC reconnaît pleinement l'importance du rôle qu'ont joué les sciences humaines et sociales pour modeler l'avenir du Canada. Non seulement ces disciplines représentent une importante partie de notre développement social, culturel et intellectuel, mais elles ont aussi joué un rôle vital dans l'établissement de notre place dans un monde toujours en concurrence.

Les quatre dernières années ont vu augmenter rapidement le soutien au Conseil de recherches en siences humaines (CRSH). En effet, on prévoit que le financement de base du CRSH, de moins de 61 millions de dollars proposé à l'origine pour 1986-87, augmentera de 33 pourcent, soit jusqu'à environ 81 millions de dollars pour 1989-90.

En outre, le CRSH a profité entièrement des augmentations du financement de la recherche que le gouvernement a accordées au cours des derniers mois. On a fait l'annonce d'une somme supplémentaire de 200 millions de dollars sur cinq ans pour les trois conseils subventionnaires de recherche au cours du mois de mai 1988. De ce montant, 18 pourcent a été attribué au financement de base du CRSN, soit une proprotion substantiellement supérieure à celle de 12 pourcent du total de l'aide aux conseils subventionnaires.

Suite au plan gouvernemental de financement pour les trois conseils subventionnaires de recherche, l'aide au CRSH continuera à augmenter au cours des prochaines années. Nous entendons asurer que la recherche et l'octroi de bourses en sciences humaines puissent s'épanouir dans nos universités, même s'il y aura toujours plus d'enseignants et d'étudiants de deuxième cycle méritants que de fonds disponibles.

A cette fin, nous continuerons à accorder une aide accrue aux provinces pour aider à financer tous les aspects de l'éducation postsecondaire, y compris une partie importante des coûts de la recherche, au moyen des ententes PEF.

Les Liberaux

Un gouvernement libéral augmenterait substantiellement l'investissement dans la recherche et le développement au cours de son premier mandat, i.e. à un taux du DBRD/PDB comparable à celui de nos principaux concurrents économiques. Ceci voudrait dire des augmentations substantielles du soutien à la recherche universitaire, y compris la recherche en sciences sociales et humaines.

Les Néo-démocrates

Le Conseil de recherches en sciences humaines du Canada, comme les autres conseils subventionnaires, a souffert de financement inadéquat. Nous augmenterions son budget à l'intérieur des limites de la réponse fournie à la question 1 de la Partie C. Les impacts de la technologie ainsi que les implications éthiques de la science exigent à eux seuls des augmentations proportionnelles du budget du CRSH.

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3. En ce moment, aucune disposition de la loi ni des réglements de l'impôt sur le revenu ne permet aux professeurs d'université de déduire leurs dépenses de recherche scientifique et spécialisée qu'ils doivent engager à titre de professeurs et qu'ils doivent souvent assumer à même leur revenu aprés impôt à cause du sous-financement des universités. En 1984, le Parti progressiste-conservateur a déclaré: "Nous veillerons à faire en sorte qu'on puisse déduire, aux fins de l'impôt sur le revenu, les frais de recherche et de spécialisation qui n'ont pas été remboursés et pour lesquels des reçus ont été fournis." Cette promesse ne s'est pas encore concrétisée dans la Loi ni dans les réglements de l'impôt sur le revenu.

Q. Est-ce que votre parti fera en sorte que la loi de l'impôt sur le revenu ou les réglements en vertu de la loi permettent ce genre de déductions?

REPONSES:

Les Conservateurs

La Loi sur l'impôt sur le revenu permet de déduire entièrement des dépenses relatives à des projets de recherche dans le cas des subventions à la recherche accordées pour ces projets. De la même manière, des chercheurs à leur compte peuvent déduire toute dépense raisonnable pour gagner un revenu de leur entreprise.

Dans le cas de professeurs qui sont employés, des traitements versés aux assistants sont déductibles sur l'impôt de l'emploi, pourvu que le contrat d'emploi spécifie que de tels assistants sont requis dans le but de satisfaire aux exigences de l'emploi.

Par souci de justice envers toutes les autres catégories d'employés, il n'y a aucune autre déduction spéciale disponible pour les professeurs.

Le Parti progressiste conservateur estime que cette politique est juste tout en reconnaissant adéquatement la situation des professeurs qui font de la recherche.

Les Liberaux

Un gouvernement libéral réviserait les échelles d'imposition existantes et présentera des réformes qui visent à s'assurer que ces échelles prévoient la déduction de dépenses légitimes engagées par des professionnels s'adonnant à la recherche scientifique et intellectuelles.

Les Néo-démocrates

Comme vous le savez, le Rapport parlementaire sur l'impôt des artistes visuels et de performance et les auteurs a déclaré "Plusieurs professeurs engagent des frais substantiels qui sont reliés à leur emploi qui les rendent nécessaires, mais qui ne sont pas reconnus comme déduction aux termes de la Loi (sur l'impôt sur le revenu). Les Néo-démocrates sur ce Comité ont exprimé leur désapprobation de ce rapport, critiquant le défaut du rapport de s'attaquer réellement au problème. Nous avons depuis recommandé au gouvernement d'amender la Loi sur l'impôt sur le revenu de manière à permettre la déduction de revenus d'emploi dans le cas des frais déboursés par les professeurs "dans le cadre de leurs fonctions de chercheur ou d'enseignant qui sont aux termes de leur contrat d'emploi, ou nécessaires aux fins de promotion, augmentations de traitement ou d'emploi.

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D. Situation de la femme

1. Le Parti progressiste-conservateur a adopté une loi qui oblige les détenteurs de contrats fédéraux de mettre au point des lignes directrices sur l'égalité dans l'embauchage.

Q. Est-ce que votre parti estime que cette loi est efficace? Dans l'affirmative, pourquoi? Sinon, que ferait-il pour la modifier?

REPONSES:

Les Conservateurs

La loi ci-haut mentionnée n'est qu'un des aspects relatifs aux mesures prises par le gouvernement PC qui visent à retirer les politiques et pratiques discriminatoires de même qu'à promouvoir une représentation équitable sur le marché du travail.

La Loi sur l'égalité en matière d'emploi vise à redresser la discrimination historique et systématique faite à quatre groupes désignés: les femmes, les personnes handicapées, les Amérindiens et les minorités visibles. Elle exige que tous les employeurs relevant du gouvernement fédéral et des Sociétés de la Couronne comptant plus de 100 employés mettent en application les politiques en matière d'égalité d'emploi en identifiant et éliminant les pratiques discriminatoires en matière d'emploi et en prenant les mesures visant à s'assurer que les groupes cible sont représentés de façon juste dans le milieu de travail. En outre, les employeurs doivent annuellement soumettre des rapports publics d'étape.

Afin de mieux démontrer notre engagement envers l'égalité en matière d'emploi, nous nous en occupons dans la fonction publique fédérale. Un Comité conjoint patronal-syndical a été nommé dans le but d'examiner comment l'égalité en matière de paie pourrait être mise en oeuvre dans la fonction publique. Un rapport final est attendu avant le mois de novembre 1989.

Des ressources additionnelles ont été prévues dans la Loi sur les droits de la personne pour mettre en vigueur des mesures d'égalité en matière de paie. La Commission canadienne des droits de la personne a émis des lignes directrices visant à clarifier les obligations des employeurs quant à la mise en vigueur de l'égalité de paie pour un travail de valeur égale

dans les dispositions de la LSDP et Travail Canada a débuté un programme d'éducation populaire avec les employeurs des industries relevant du gouvernement fédéral visant à s'assurer de la conformité avec les dispositions en matière d'égalité de paie de la LSDP.

Toutes ces initiatives devraient mener à la diminution de l'écart des salaires entre hommes et femmes au cours des prochaines années.

Les Liberaux

La discrimination recoupe tous les aspects de notre société et exige donc une approche plus globale. Le Parti libéral estime que la Loi sur l'égalité en matière d'emploi devrait être raffermie de manière à ce que la Commission des droits de la personne puisse la mettre en vigueur. En outre, un gouvernement libéral demanderait aux ministères et agences fédéraux de réexaminer leurs programmes et politiques publics et internes de manière à s'assurer que les femmes qui font aussi partie de groupes minoritaires reçoivent un traitement et une chance justes et égaux.

Les Néo-démocrates

En fait, le gouvernement conservateur n'a pas légiféré sur la conformité au contrat mais continue de donner l'impression que la conformité au contrat est comprise dans le Bill C-62 - La Loi sur l'égalité en matière d'emploi. L'un des aspects critiqués de cette loi est qu'elle ne comprend pas la fonction publique fédérale et ne légifère pas sur la conformité au contrat.

Les conservateurs ont mis à jour un vieux programme - le Programme fédéral en matière de contrats (1976) - et l'ont intitulé le Programme fédéral sur les entrepreneurs. Comme l'ancien programme, il exige juste que les entrepreneurs signent une déclaration promettant de mettre en oeuvre l'égalité en matière d'emploi. En outre, le contrôle est négligeable et, en tant que tel, on estime généralement que le programme est une farce.

Des inquiétudes ont été exprimées relativement au fait que ce programme ne tient pas compte des lois provinciales sur les droits de la personne. En outre, on est en droit douter du sérieux de l'engagement du gouvernement conservateur envers ce programme étant donné que seulement cinq inspecteurs seront utilisés pour vérifier sa mise en application à la grandeur de tout le pays.

En consultation avec les syndicats, les employeurs et les associations d'employés, un gouvernement néo-démocrate présentera une loi rendant obligatoire la mise en application de l'action affirmative qui exigera des entrepreneurs du gouvernement fédéral qu'ils mettent en vigueur l'action affirmative dans le cas des femmes, des personnes handicapées, des autochtones et de la minorité visible. Les Néo-démocrates estiment que le gouvernement fédéral devrait montrer l'exemple en exigeant l'égalité en matière d'emploi dans les domaines de sa juridiction.

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2. L'ACPU a adopté un énoncé de principes sur les services de garde d'enfants qui recommande l'universalité, des services à but non lucratif, une qualité supérieure grâce à l'octroi de permis, un financement public, un rôle actif de la part des parents pour déterminer le genre de service de garde, la participation des fournisseurs de service de garde aux décisions et des services gérés par la collectivité ou parrainés par les employeurs avec la participation des utilisateurs.

Q. Quelles sont les grandes lignes de la politique de votre parti en matière de services de garde?

REPONSES:

Les Conservateurs

Conscient d'un besoin croissant du nombre de places en garderie au Canada, le gouvernement a élaboré une Stratégie nationale en matière de services de garde d'enfants.

Les Canadiens ont des besoins et des valeurs très différentes pour le soin de leurs enfants. Notre Stratégie nationale en matière de services de garde d'enfants reconnaît ces valeurs et permet aux parents canadiens de choisir le genre de garde d'enfants qui répond le mieux à leurs besoins et aux besoins de leurs enfants. Le gouvernement Mulroney s'est engagé à mettre sur pied un réseau complet de garderies et à promouvoir l'égalité économique des femmes.

La Stratégie est conçue dans le but d'augmenter la disponibilité et l'accessibilité des services de garde d'enfants abordables et de qualité pour tous les Canadiens.

Son but principal est d'ajouter au moins 200 000 places subventionnées au nombre de places actuellement disponibles. En outre, elle prévoit des abris fiscaux supplémentaires pour les parents qui s'occupent de leurs enfants à la maison ou qui les placent dans des garderies informelles ou privées. La Stratégie nationale comprend trois éléments:

- Des mesures enrichies de partage des coûts avec les provinces et les territoires d'environ 4 milliards de dollars qui créeront 200 000 nouvelles places en garderie;
- Deux mesures fiscales, représentant une dépense de 2,3 milliards de dollars. Une mesure qui fera augmenter la déduction pour frais de garde d'enfants de 2 000$ à 4 000$ par enfant de six ans ou moins, tandis que l'autre complémentera le Crédit impôt enfant de 100$ cette année et d'un autre 100$ l'an prochain. Plus d'un million de familles canadiennes seront admissibles à ce supplément au Crédit impôt enfant;
- Un Fonds d'intiatives en services de garde d'enfants au montant de 100 millions de dollars sera utilisé pour la recherche et l'évaluation des services de garde d'enfants existants et dans l'avenir. Le gouvernement fait, au moyen de ce fonds, une contribution importante à l'amélioration de la qualité des services de garde d'enfants à travers le pays.

Une subvention additionnelle aidera les provinces dont le réseau de garderies est moins développé à se rapprocher du niveau national dans leur financement de la garde d'enfants.

Une somme de 60 millions de dollars sera utilisée pour déterminer les besoins en garderies des Amérindiens habitant les réserves, de former et de développer des moniteurs ainsi que de construire et de faire fonctionner des services de garde d'enfants accrédités dans les communautés amérindiennes.

Le gouvernement a présenté un projet de loi sur les services de garde d'enfants devant la Chambre des Communes, mais le Sénat à majorité libérale en a malheureusement retardé l'adoption. Le projet de loi ne peut donc devenir loi avant d'être présenté de nouveau après l'élection. Une fois adopté, l'étape finale sera de conclure des ententes avec chacune des provinces afin de déterminer le nombre de places à créer, la base du partage du financement ainsi que les normes à établir et à faire respecter.

Chaque entente devra stipuler que la province s'engage à accorder une priorité spéciale à satisfaire aux besoins des enfants issus de familles à revenu faible ou modeste. Ces ententes devront aussi indiquer le moyen par lequel la province répondra aux besoins en garderie de ses minorités et de ses communautés ethniques.

La Stratégie nationale en matière de services de garde d'enfants est une nouvelle politique sociale novatrice qui répond aux besoins des familles canadiennes de manière sensible et flexible. Elle est conçue de façon à être juste envers toutes les régions du Canada, tout en étant abordable pour tout le pays.

Les Liberaux

Nous financerons la création de 400 000 nouvelles places en garderies au cours des 7 prochaines années - soit le double du nombre proposé par les Conservateurs.

Nous mettrons sur pied une Fondation nationale en matière de services de garde d'enfants afin de distribuer les fonds à des groupes communautaires et de parents désirant la mise sur pied de nouveaux centres de services de garde d'enfants.

Nous permettrons aux employeurs l'amortissement sur 5 ans du coût en capital excédant 100 pourcent afin de stimuler la croissance de garderies de qualité en milieu de travail.

Nous croyons au maintien d'un réseau payant mais avec des subventions disponibles pour les familles incapables d'en assumer le coût. Les frais de garde des familles à revenu moyen seraient subventionnés à 50 pourcent tandis que ceux des familles sous le seuil de la pauvreté seraient subventionnées en entier.

L'accès à la garderie sera aussi prévue pour les enfants d'âge scolaire qui ont besoin de se faire garder après l'école.

En outre, nous ferions passer la période des prestations de maternité versées par l'assurance-chômage de 15 semaines à 26 semaines, ayant soin de contrebalancer les coûts supplémentaires dans le cas des petites entreprises qui en arrachent.

Les Néo-démocrates

Les familles canadiennes ont un urgent besoin d'avoir plus facilement accès à des garderies pour leurs enfants. En outre, les parents canadiens désirent et ont besoin de places dans des services de garde d'efants qui sont sécuritaires, de qualité et qu'ils peuvent se payer. Pour les Néo-démocrates, cela signifie des services de garde d'enfants qui satisfont aux objectifs nationaux de qualité. Cela veut dire des services de garde d'enfants qui sont flexibles et peuvent répondre aux besoins des Canadiens habitant les villes ou la campagne, en garderie ou dans les foyers de moniteurs licenciés.

Le gouvernement conservateur a mis de l'avant un programme de services de garde d'enfants que nous rejetons entièrement. Le programme conservateur créera moins de nouvelles places que présentement sous les anciennes dispositions. Les Conservateurs refusent d'inclure dans leur Loi sur les services de garde d'enfants des objectifs nationaux pour aider à la mise sur pied d'un réseau de garderies financées poar le gouvernement fédéral dans les provinces. Nos enfants méritent mieux.

Les Néo-démocrates ont mis de l'avant un programme de service de garde d'enfants qui verra le nombre de places dans des garderies de qualité doubler au cours de quatre prochaines années. La loi fédérale sur les services de garde d'enfants incluerait des objectifs nationaux, semblables à ceux dans la Loi sur les soins de santé au Canada, afin de s'asasurer de la qualité nécessaire des soins dispensés à nos enfants. Nous devons aussi améliorer les dispositions relatives aux congés parentaux et de maternité dans le but de donner réellement aux parents le choix de demeurer à la maison avec des nouveaux-nés. Nous joignons une copie d'une déclaration que M. Broadbent a faite sur les services de garde d'enfants.

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3. Dans le rapport "Qui fait tourner la roue?", le Conseil des sciences du Canada a souligné que les femmes demeuraient sensiblement sous-représentées dans les facultés de sciences, qu'elles soient professeures ou étudiantes.

Q. Est-ce que cette réalité préoccupe votre parti? Qui est-ce qui partage la responsabilité de renverser la tendance et quelles mesures votre parti appuierait-il pour modifier la situation?

REPONSES:

Les Conservateurs

Le gouvernement fédéral est inquiet de la sous-représentation des femmes dans certains aspects de l'éducation postsecondaire. Les inquiétudes du gouvernement proviennent non seulement à cause des questions reliées à l'égalité en matière d'emploi mais aussi parce que le Canada ne peut se permettre de sous-utiliser le réservoir d'aptitudes et de talent que représente la moitié de sa population.

Une représentation plus équitable aux échelons supérieurs est prévue lorsque les jeunes femmes plus nombreuses actuellement dans les facultés obtiendront de l'ancienneté. Entre temps, le gouvernement PC travaille de concert avec les provinces et les groupes d'intérêt nationaux afin de fournir les renseignements sur les problèmes que vivent les femmes dans le domaine de l'éducation postsecondaire et d'examiner ses programmes et politiques qui seraient susceptibles de promouvoir l'égalité de la femme au niveau postsecondaire.

Un bon exemple de ce souci est la mise sur pied récente du Programme canadien de bourses qui accordera des bourses de premier cycle d'une valeur de 2 000$ par an à 2 500 étudiants qui s'inscrivent à des programmes en science ou en génie. Sous ce programme, les femmes doivent recevoir au moins 50% de la bourse accordée.

Le Programme canadien de prêt étudiant est actuellement à être révisé et une attention particulière a été portée aux besoins financiers des étudiants chefs de famille monoparentale qui sont en majorité des femmes.

Les Liberaux

Oui. Le Parti libéral est très inquiet d'une telle situation. La responsabilité de renverser la situation actuelle revient principalement aux gouvernements fédéral et provinciaux. Une partie de cette responsabilité consiste à exercer un leadership dans le domaine pro-actif en incitant le secteur privé, les établissements d'enseignement, y compris les responsables du contenu pédagogique des cours de sciences au niveau primaire et secondaire, ainsi que le grand public à se joindre aux efforts visant à renverser cette tendance.

Un gouvernement libéral introduirait de nouvelles mesures reliées à l'égalité en matière d'emploi qui aideront à renverser cette situation en réaffirmant que l'égalité d'emploi et de chances pour les femmes est une priorité dans les politiques et programmes fédéraux, y inclus ceux qui ont un impact sur les domaines de l'éducation et de la recherche. (Voir la question D-1 ci-dessus.)

Les Néo-démocrates

Les Néo-démocrates sont profondément inquiets de la sous-représentation continuelle des femmes, quelles soient enseignantes ou étudiantes. Les Néo-démocrates estiment que les causes de cette sous-représentation remontent aux premières années du développement de la fille et que le réseau des écoles élémentaires pourrait jouer un rôle plus important afin d'assurer que les filles se dirigent en sciences et en mathématiques.

Les Néo-démocrates reconnaissent que la plus grande part de la juridiction en matière d'éducation au Canada incombe aux provinces. Cependant, les Néo-démocrates estiment aussi que le gouvernement fédéral pourrait jouer un rôle en exerçant un contrôle sur les fonds fédéraux en matière d'éducation. Un gouvernement néo-démocrate présenterait des mesures spéciales dans les domaines qui relèvent de sa compétence destinées à s'assurer que les femmes en éducation postsecondaire aient un meilleur accès à des domaines d'études non traditionnels, tels que sciences, maths et génie.

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E. Etudiants à l'université

1. La Fédération canadienne des étudiants s'inquiète de l'accroissement des dettes des étudiants canadiens.

Q. Est-ce que votre parti partage cette inquiétude et est-ce qu'il modifierait les dispositions actuelles de l'aide financière aux étudiants?

REPONSES:

Les Conservateurs

Le gouvernement PC a pris l'engagement ferme de travailler avec les provinces et les autres parties intéressées au domaine de l'aide aux étudiants et prend des mesures pour ajuster le Programme canadien de prêt étudiant aux besoins actuels des étudiants.

Deux groupes ont été mis sur pied afin d'aider à mener à bien cette réévaluation

nécessaire:

- le Groupe consultatif canadien sur l'aide financière aux étudiants, dont l'ACPU est membre; et
- le nouveau Comité consultatif intergouvernemental sur l'aide financière aux étudiants.

M. Lucien Bouchard, Secrétaire d'Etat, a indiqué son engagement à la mise en oeuvre rapide de réformes administratives et législatives au Programme canadien de prêt étudiant, suite aux travaux qu'ont effectués ces deux groupes.

Les Liberaux

Les Libéraux estiment que l'avenir économique et social du Canada dépend de notre abilité à maintenir l'excellence et l'accessibilité de notre système d'éducation, y compris l'éducation postsecondaire. Le Parti libéral a exprimé ses profondes inquiétudes face au fardeau écrasant de l'endettement de plusieurs étudiants de niveau postsecondaire et de leurs familles. Une première priorité d'un gouvernement libéral sera d'introduire, en collaboration avec les provinces, des réformes aux arrangements fédéraux-provinciaux actuels au sujet du financement de l'éducation postsecondaire, y compris des changements aux programmes d'aide aux étudiants en vigueur qui affectent directement la situation économique à laquelle font face les étudiants de niveau postsecondaire et leurs familles. En outre, un gouvernement libéral mettrait sur pied un nouveau régime de bourses, le Régime de bourses du Canada, pour les étudiants passant du secondaire aux études supérieures.

Les Néo-démocrates

Nous estimons que plusieurs étapes visant à réduire le fardeau de l'endettement des étudiants doivent être suivies. Une partie de cette solution doit comprendre un financement direct accru pour l'éduction postsecondaire et un plus grand soutien des étudiants. Un gouvernement néo-démocrate serait prêt à étudier la possibilité de changement à un système accordant plus de bourses et moins de prêts qui ferait partie de ce processus. En outre, nous négocierions de manière à convaincre les provinces de changer leur habitude de distribuer les fonds des programmes de bourses en prêts.

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2. L'ACPU, le Bureau canadien de l'éducation internationale et la Fédération canadienne des étudiants soutiennent depuis longtemps que le Canada devrait se doter d'une politique rationnelle et efficace pour encourager les étudiants étrangers qualifiés à fréquenter les universités canadiennes.

Q. Quelle est la politique de votre parti en ce qui concerne la présence des étudiants étrangers dans les universités canadiennes? Est-ce que votre parti modifierait la façon dont le gouvernement exerce ses responsabilités pour ce qui relève de sa compétence?

REPONSES:

Les Conservateurs

Le PC s'est engagé à inciter les étudiants étrangers à venir au Canada et à y arriver au moyen de la collaboration avec les provinces, les groupes d'intérêt et le secteur privé.

La venue d'étudiants étrangers comporte plusieurs avantages dont: promotion des échanges commerciaux, contribution directe à notre économie, aide à effectuer des recherches poussées, enrichissement du réseau canadien d'éducation postsecondaire et obtention de nos objectifs en matière de politique étrangère.

Le gouvernement PC a annoncé plusieurs initiatives importantes:

- Aucune imposition de frais pour les visas des étudiants;
- Le relâchement des restrictions en matière d'emploi pour les étudiants étrangers et leurs conjoints qui désirent travailler au Canada;
- Le nombre d'étudiants et de stagiaires bénéficiant de l'aide de l'ACDI aux fins d'études ou de formation doublera au cours des cinq prochaines années pour atteindre 12 000 par an. Environ la moitié seront probablement formés au Canada.

Le Ministère du Secrétariat d'Etat consulte plusieurs organismes non gouvernementaux étroitement reliés aux étudiants étrangers afin d'en arriver à une meilleure coordination.

Les Liberaux

Le Parti libéral a depuis longtemps pris l'engagement de promouvoir l'accès des étudiants étrangers aux établissements du réseau d'enseignement public au Canada. Le critique libéral en matière d'éducation postsecondaire, l'Honorable William Rompkey, a introduit le 27 avril un bill privé qui se lit comme suit:

> "Que, de l'avis de cette Chambre, le gouvernement devrait envisager d'adopter et de mettre en vigueur des politiques visant à rendre plus accessible la venue d'étudiants étrangers dans les établissements canadiens d'enseignement postsecondaire afin d'aider au développement de d'autres pays et de promouvoir la compréhension internationale et afin de permettre à la société canadienne d'en retirer les bénéfices aux points de vue universitaire, culturel, politique et économique."

Un gouvernement libéral donnera suite à son engagement en augmentant le programme canadien d'aide au développement, y compris l'augmentation de bourses pour les étudiants étrangers et en participant à des discussions avec les provinces et la communauté de l'éducation visant à déterminer quels changements de politique sont nécessaires dans les domaines du soutien fédéral aux étudiants et établissements d'enseignement postsecondaire, de l'immigration et du multiculturalisme.

Les Néo-démocrates

Les Néo-démocrates estiment que les étudiants étrangers jouent un rôle important dans nos universités canadiennes. Leur présence apporte une contribution en termes économiques, culturels et éducationnels. En outre, le soutien du Canada aux étudiants étrangers représente une importante contribution au développement des pays moins développés. L'étape la plus importante que le Canada pourrait suivre dans le but d'encourager la présence d'étudiants étrangers serait la réduction ou l'élimination des frais spéciaux pour ces étudiants. Nous appuyons une telle mesure. Ceci exigera des négociations avec les provinces, aussi bien que l'établissement de bourses afin d'encourager la venue d'étudiants des pays les moins développés.

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3. Depuis longtemps, les étudiants autochtones sont sous-représentés dans les universités. Au moment où un nombre sans précédent se prépare à fréquenter l'université ou y étudie déjà, le gouvernement fédéral diminue le financement des programmes qui ont traditionnellement soutenu leur éducation.

Q. Est-ce que votre parti rétablira l'aide financière aux étudiants autochtones et de quelle façon? Est-ce que votre parti appuie d'autres mesures relatives à l'accessibilité de ce groupe aux études postsecondaires?

REPONSES:

Les Conservateurs

Le nombre d'étudiants autochtones au niveau postsecondaire qui reçoivent de l'aide sous le Programme d'aide aux étudiants au niveau postsecondaire du Ministère des affaires indiennes et du Nord (MAIN) est passé de 3 600 en 1977-78 à environ 14 000 en 1987-88.

Le budget du MAIN pour ce poste a augmenté d'un exposant de dix au cours de la dernière décennie pour atteindre 130 millions de dolars en 1988-89 des 49 millions de dollars qu'il était en 1984-85.

Une somme additionnelle de 18,7 millions de dollars sera accordée en 1988-89 à des étudiants inscrits sous la Loi C-31.

Le PC s'est engagé à soutenir l'éducation postsecondaire pour les étudiants autochtones en tant qu'aspect vital du développement du leadership et du droit à l'auto-gouvernement des autochtones.

Les Liberaux

Un gouvernement libéral travaillera à l'amélioration de l'excellence et l'accessibilité au réseau d'enseignement postsecondaire. Ceci comprend une augmentation de l'aide fédérale aux étudiants, aux établissements d'enseignement et aux professionnels de la communauté intellectuelle. Un gouvernement libéral proposerait des changements au système d'enseignement du Canada qui reflèteront le principe traditionnel libéral qui veut que l'éducation est un droit fondamental et un prérequis à l'avancement de la justice économique et sociale. Un gouvernement libéral incluera dans sa liste des priorités lors de la prochaine ronde de négociations fédérales et provinciales sur l'éducation postsecondaire la négociation des réformes au soutien actuel du secteur privé au système d'éducation postsecondaire, en particulier la manière dont cela affecte les monirités et les Canadiens économiquement désavantagés.

Les Néo-démocrates

Les Néo-démocrates se sont opposés à la diminution de programmes qui ont traditionnellement soutenu l'éducation des autochtones. Nous estimons que l'éducation postsecondaire est un droit protégé par des traités et devrait être appuyé dans le cas de tous les autochtones.

Les Métis et les Amériendiens n'ayant pas le statut d'autochtone font face à des problèmes d'accès à l'éducation postsecondaire que ne connaissent pas les autres Canadiens ou même les Amérindiens ayant le statut d'autochtone. Nous reconnaissons que des mesures spéciales doivent être prises dans le but de promouvoir l'accès pour eux. Nous n'avons pas élaboré de politique dans ce domaine. Cependant, des mesures relatives aux barrières financières et au programme de développement doivent être prises. Des programmes spéciaux visant les autochtones dans les universités et collèges ont réussi à augmenter le nombre de diplômés autochtones.

* * * * *

4. Des analyses récentes (Harvey, 1977; Guppy, 1988) révèlent que, depuis dix ans, les antécédants socio-économiques des étudiants universitaires canadiens n'ont pratiquement pas changé. Quoique la proportion des femmes inscrites à l'université ait augmenté considérablement, les femmes et les hommes provenant de familles à faible revenu ou dont les parents ont moins d'instruction, sont moins susceptibles de fréquenter l'université que les hommes et les femmes dont les parents ont un revenu ou une instruction supérieurs.

Q. Est-ce que votre parti s'engage à renverser cette tendance? Dans l'affirmative, quelles mesures prône-t-il?

REPONSES:

Les Conservateurs

En mai 1988, le Ministère du Secrétariat d'Etat a parainné une rencontre concernant la recherche sur l'éducation postsecondaire organisée par l'Association des universités et collèges du Canada (AUCC). Il a été conclu qu'un programme de recherche devrait aborder un domaine, entre autres, celui de l'accessibilité et de la demande pour l'éducation postsecondaire.

En outre, les gouvernements fédéral et provinciaux sont à examiner les moyens possibles d'intensifier leur collaboration et leur soutien à la recherche dans ce domaine.

Entre temps, le Secrétariat d'Etat a indiqué son engagement à la mise en oeuvre rapide des réformes administratives et législatives au Programme canadien de prêt étudiant suite aux travaux qu'ont entrepris le Groupe consultatif national sur l'aide financière aux étudiants et du Comité consultatif intergouvernemental sur l'aide financière aux étudiants.

Les Liberaux

Voir la réponse numéro 3 ci-dessus.

Les Néo-démocrates

Les Néo-démocrates estiment que les frais élevés de scolarité représentent l'un des principaux facteurs empêchant l'accès aux universités dans le cas des Canadiens à revenu plus faible. Aborder ce problème exigera plusieurs tactiques. Nous devons reconnaître que les frais de scolarité ont augmenté à cause du manque de soutien des gouvernements fédéral et provinciaux à l'éducation postsecondaire. Un financement adéquat réduirait le bésoin d'augmenter les frais de scolarité.

En outre, un soutien direct sera nécessaire pour les étudiants, particulièrement les étudiants des groupes désavantagés. Le présent questionnaire a déjà traité des problèmes des étudiants autochtones, les étudiants handicapés et d'autres groupes minoritaires auront aussi besoin d'une aide spéciale afin de les encourager à faires des études supérieures. Le Programme canadien de prêt étudiant a été utile mais il a bésoin de modifications visant à s'assurer que les fonds fédéraux ne permettent pas aux gouvernements provinciaux de ne pas accorder des bourses aux étudiants qualifiés.

* * * * *

F. Droit d'auteur

L'ACPU appuie la première partie de la loi sur le droit d'auteur du gouvernement fédéral. Il a promis une deuxième partie qui traitera de nombreuses questions, notamment, la possiblilité pour les chercheurs d'avoir accès à certain documents détenant un droit d'auteur. L'ACPU est en faveur de l'adoption d'une exemption pour la reproduction unique d'un article de périodique aux fins de la recherche technique, scientifique ou intellectuelle (cette exemption est prévue dans les lois sur le droit d'auteur de la Grande-Bretagne, des Etats-Unis et de l'Australie) et d'une exemption pour les prêts interbibliothèque.

Q. Est-ce que votre parti appuie ces deux exemptions?

REPONSES:

Les Conservateurs

Les travaux de la seconde phase de la révision des droits d'auteur est bien amorçée. Des Comités consultatifs représentant des groupes de créateurs et d'utilisateurs (y compris des professeurs et des bibliothécaires) se sont rencontrés pour résoudre leurs différents.

La prochaine étape de la révision de la loi impliquera des révisions aux exemptions pour certains usages de documents protégés par des droits d'auteur, y compris les écoles et les bibliothèques.

Les Liberaux

Le Parti libéral reconnaît l'importance d'élaborer une législation qui récompense et protège les créateurs tout en permettant aux enseignants d'utiliser spontanément une vaste

Voir RÉPONSE/14

AIDS - A challenge for education

by Robert Kerr
CAUT Executive Member

Although addressed primarily to educators from the school system, "AIDS - A Challenge for Education", a Conference held in Toronto on October 21, posed a challenge for the universities as well. Preliminary data from a survey of young people conducted in January to June, 1988 suggests that many persons entering university lack the skills in sexual conduct essential to protect themselves against HIV infection.

The Conference opened with a medical explanation of the HIV virus and its effects by Dr. Ken Johnson of the Toronto General Hospital.

Dr. Richard Beazely of Dalhousie University co-directed the Canadian Youth and AIDS Survey for the Social Evaluation Group of Queen's University's Faculty of Education. The survey was financed by the Federal Centre for AIDS and Health and Welfare Canada.

Beazely previewed the findings to be covered by the full report which is planned for release in December. The findings indicate that existing programs to inform young people with respect to AIDS have been effective at instilling fear of HIV infection - fear that indeed frequently strays into the irrational. Existing programs are, however, disappointing in their impact on behaviour.

The findings reveal that sexual attitudes among youth continue to be liberal. Abstinence from sexual activity does not appear to be increasing in spite of the fear created by AIDS information programs. For those who are sexually active, only a small minority reported that they always use condoms, while approximately one-quarter reported that they never use condoms. This suggests that the great majority are not paying realistic attention to the need for safe sexual practices.

The survey covered young people primarily in the age range of 13 through 20. The highest educational level included was first year college and university students. The findings demonstrate the need for an education and information element in university policies on AIDS. The clearly inadequate development of relevant skills in sexual conduct also means that attention is needed to this basic skills issue.

Other speakers at the Conference, Dr. Patrick Gray of the Office of Professional Standards of the Dade County School Board (Miami), Bonnie Bean of the Department of Public Health of Toronto and Linda Short of the East York Health Unit discussed the process of establishing an education program in the school system and its contents. Short, in particular, spoke to a concern raised by another finding of the Queen's survey, namely, the high level of prejudice against homosexuals revealed by the survey. While this prejudice is hardly a new phenomenon, it appears that it is being reinformed by the perception of AIDS as a homosexual disease.

Short spoke to the need for educational programs to approach sexuality in a way which does not discriminate between heterosexuality and homosexuality. This is important, not only to combat the homophobic attitudes that exist, but also to ensure that the program is meaningful to the very people who are at highest risk. If discussion of sexuality is oriented solely to heterosexuality, homosexual youth will fail to identify with what is being said and consequently miss the message. Similar attention needs to be paid in education about AIDS to avoid implications which may incite discrimination against other high risk groups, Short noted.

Gray pointed to another role for universities which is part of the Dade County program. Because of the difficulties that the school system has traditionally encountered with introducing frank discussion of sex into the classroom, teachers need strong support services to back them up. Colleges and universities are being involved in the provision of support services.

David Lewis, former Canadian Ambassador to the United Nations, delivered a keynote address informing delegates of the General Assembly debate on AIDS. Such a debate by that body, focussing on a question of human disease, was unprecedented. Lewis urged delegates to pressure political leaders to follow through with policies of action to deal with AIDS. In response, many of those present joined together at the end of the Conference to sign a petition to the three major federal political leaders calling upon them to incorporate a policy to deal with AIDS in their platforms in the federal election. In view of CAUT's Policy Statement of AIDS, this petition was signed on behalf of CAUT.

The legal rights of AIDS victims were reviewed by Jane A. Ford of McCarthy & McCarthy in Toronto. Under Human Rights Code provisions which prohibit discrimination on the ground of handicap, a person with HIV infection is protected except where the effect of the disease renders the person physically incapable of performing the job. Moreover, under the provisions such as that in the Ontario Code requiring reasonable accommodation of handicapped persons, an employer is required to take reasonable steps to assist persons with AIDS in carrying out their jobs. Ford indicated that arbitrators under collective agreements and courts in wrongful dismissal cases are also likely to treat any action against an employee with AIDS as unjustified.

From the evidence provided at this conference, dealing with AIDS will continue to require the attention of university policy leaders.

Med-Corp, a Mississauga-based firm of occupational health and management consultants, organized the Conference to coincide with AIDS Awareness Week, October 17-24, 1988. The Conference was recorded on videotape which can be purchased from Med-Corp.

Le SIDA - Un défi à relever pour l'enseignement

par Robert Kerr
membre du Comité de direction de l'ACPU

S'adressant au départ aux enseignants du système scolaire, la conférence portant sur le "SIDA - Un défi à relever pour l'enseignement" tenue à Toronto le 21 octobre dernier présente aussi un défi pour les universités. Des données préliminaires d'une enquête menée auprès de jeunes gens de janvier à juin 1988 indiquent que plusieurs personnes s'inscrivant à l'université n'ont pas toutes les connaissances fondamentales en matière de comportement sexuel pour les protéger contre l'infection par le virus HIV.

Le Dr Ken Johnson, de l'Hôpital général de Toronto, a d'abord présenté une explication en termes médicaux du virus HIV et de ses effets.

Dr Richard Beazely de l'université de Dalhousie a co-présidé l'enquête menée auprès des jeunes Canadiens et le SIDA pour le Social Evaluation Group de la faculté de l'Éducation de l'université Queen. Le Centre fédéral sur le SIDA ainsi que le ministère de la Santé et du Bien-être social du Canada ont financé l'enquête.

Beazely estime que les résultats seront traités dans un rapport complet devant être présenté en décembre. Les résultats montrent que les programmes existants en vue d'informer les jeunes sur le SIDA ont été efficaces et ont inculqué la peur de l'infection au virus HIV - une peur qui, en effet, fréquemment les mène à des conduites irrationnelles. Cependant, les programmes existants influencent peu les comportements.

Les résultats révèlent que le comportement sexuel parmi les jeunes continue d'être libéral. L'abstinence d'activité sexuelle ne semble pas rallier plus d'individus malgré la peur créée par les programmes d'information traitant du SIDA. Seulement une minorité de ceux sexuellement actifs ont rapporté avoir toujours utilisé le condom alors qu'approximativement un quart des jeunes ont mentionné qu'ils ne les utilisaient jamais. Ceci laisse supposer qu'une grande majorité des jeunes ne prêtent pas réellement attention à la nécessité de pratiques sexuels prudentes.

L'enquête a été effectuée principalement auprès de jeunes dont l'âge variait de 13 à 20 ans. Le niveau d'étude le plus élevé des étudiants était de première année de collège et d'université. Ces résultats dénotent un besoin, à l'intérieur des politiques d'université, de mettre en place des programmes visant l'éducation et l'information en matière de SIDA. Le développement nettement inadéquat des connaissances ayant rapport au comportement sexuel signifie aussi que l'on doit prêter attention à cette question fondamentale de connaissance.

D'autres interlocuteurs à la conférence, dont Patrick Gray de l'Office of Professional Standards of the Dade Country School Board de Miami, Bonnie Bean du Department of Public Health of Toronto et Linda Short de l'East York Health Unit ont discuté du processus visant à l'établissement d'un programme d'éducation dans le système scolaire ainsi que de son contenu. Mme Short, en particulier, a mentionné une préoccupation soulevée par d'autres résultats de l'enquête de l'université Queen notamment, le niveau élevé de préjugés contre les homosexuels révélés par l'enquête. Bien que ce préjugé ne soit guère un nouveau phénomène, il appert que le SIDA est encore perçu comme une maladie reliée aux homosexuels.

Mme Short a fait remarquer le besoin de programmes d'éducation sexuelle qui évitent la discrimination entre l'hétérosexualité et l'homosexualité. Ceci est important, non seulement pour combattre l'attitude craintive et hostile envers les homosexuels, mais aussi afin d'assurer que le programme suscite l'intérêt des gens les plus exposés. Si les discussions traitant de sexualité sont strictement d'orientation hétérosexuelle, les jeunes homosexuels ne pourront pas s'identifier à ce qui s'est dit, et par conséquent ne saisiront pas le message transmis. Selon Mme Short, les mêmes attentions doivent être portées en matière d'éducation traitant du SIDA afin d'éviter les conclusions pouvant inciter la discrimination contre d'autres groupes à risque élevé.

Gray a signalé aux universités un autre rôle qui fait partie du programme de Dade Country. À cause des difficultés présentes dans le système scolaire traditionnel lorsqu'il s'agit d'introduire des discussions franches sur la sexualité en classe, les professeurs ont besoin d'un grand service de soutien pour les appuyer. Les collèges et les universités y sont impliqués et fournissent un service de soutien.

David Lewis, un ancien Ambassadeur canadien aux Nations Unies, s'est adressé aux délégués en les enfortmant du débat à l'Assemblée générale sur le SIDA. Un tel débat à cette assemblée, mettant l'emphase sur une question de maladie de l'homme, était sans précédent. Lewis a exhorté les délégués à forcer les chefs politiques à poursuivre des engagements par l'entremise de politiques traitant du SIDA. En réponse, plusieurs membres se sont réunis à la fin de la Conférence pour signer une pétition demandant aux chefs des trois principaux partis politiques fédéraux d'insérer à l'intérieur de leur programme électoral une politique relative au SIDA. Étant donné l'énoncé de principes sur le SIDA de l'ACPU, cette pétition a été signée au nom de l'ACPU.

Les droits légaux des victimes du SIDA ont été révisés par Jane A. Ford de McCarthy & McCarthy de Toronto. Selon les dispositions prévues à l'intérieur de la Charte des droits de la personne interdisant la discrimination envers les handicapés, une personne atteinte du virus HIV est protégée sauf où l'effet de la maladie rend l'individu physiquement incapable d'accomplir son travail. En outre, les dispositions indiquées dans le code de l'Ontario imposent des arrangements raisonnables pour les personnes handicapées. L'employeur doit prendre des mesures raisonnables pour aider les victimes du SIDA dans l'accomplissement de leurs tâches. Ford a indiqué que les arbitres selon la convention collective et la cour dans des cas de renvoi injustifié examineront aussi toutes les mesures prises contre un employé atteint du SIDA comme inhjustifiées. Cette conférence nous a fourni des preuves, entre autre la question du SIDA demandera l'attention des dirigeants universitaires.

Med-Corp, une firme d'experts-conseils en matière de santé et de gestion au travail située à Mississauga, a organisé une Conférence coëncidant avec la semaine de sensibilisation concernant le SIDA qui a eu lieu du 17 au 24 octobre 1988. La Conférence a été enregistrée au magnétoscope, et l'on peut se procurer la cassette chez Med-Corp.

Nouvelles brèves du Québec

par Susan Gray
Collaboratrice du Bulletin

McGill (The Reporter)

Un programme quinquennal de ramassage de fonds, pour une chaire en microélectronique a été annoncé par Recherche Bell-Northern (RBN), Northern Telecom, le Conseil de recherche en sciences naturelles et en génie (CRSNG), et l'Université.

Le programme lance la nouvelle chaire industrielle NT/RBN/CRSNG de conception de systèmes numériques, un champs de recherche pionnière au Canada dans la domaine nouveau de l'étude de testabilité. Le but de cette recherche est de développer des techniques qui permettront aux puces informatiques de se tester automatiquement.

L'Université de Montréal (Forum)

Un logiciel pour le transport public développé à l'Université par Jean-Yves Blais est en train de percer les marchés américain, européen, canadien et même le marché singapouréen. il s'agit du logiciel Haustus, un outil de planification des horaires des chauffeurs d'autobus.

En juillet dernier, le Groupe en informatique et recherche opérationnelle (GIRO), une compagnie qui est présidée par Blais, a signé un contrat de $700 000 avec la Régie des transports publics de Los Angeles. "L'importance spécifique de ce contrat tient au fait que la Régie des transports de Los Angeles est un modèle pour plusieurs grandes villes des Etats-Unis," dit Blais, qui a développé ce logiciel lors de sa maîtrise à l'U de M. Il travaillait alors avec le Centre de recherche sur les transports (CRT), dirigé par Jean-Marc Rousseau.

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François Wesemael, un professeur du Département de physique, est le premier astrophysicien à recevoir la prestigieuse médaille Herzberg, accordée à un chercheur "de moins de 38 ans pour une contribution remarquable" en physique. La médaille est décernée par l'Association canadienne des physiciens.

M. Wesemael dirige le groupe le plus important au monde dans le domaine des étoiles appelées naines blanches. Le groupe de recherche que dirigent messieurs Wesemael et Gilles Fontaine, un autre professeur à l'Université de Montréal, a développé la plus précise des méthodes de calcul de l'âge de l'univers.

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Avec l'inauguration du Centre de caractérisation microscopique des matériqux $(CM)^2$ à l'Ecole Polytechnique, un point tournant a été marqué pour le Québec. C'est la première fois dans la province qu'un centre est mis sur pied, dont les buts sont autant la formation et la recherche que le service à l'industrie. Les applications de la recherche provenant du $(CM)^2$ touchent la majorité des secteurs industriels. Les buts principaux du Centre sont une meilleure compréhension des matériaux, le développement de nouveaux matériaux, la résolution de problèmes industriels et la formation de spécialistes.

L'Université du Québec à Rimouski (UQAR-Information)

A la fin de l'été, UQAR est devenue la première université canadienne à posséder un bateau pour la recherche et l'enseignement dans la domaine des sciences de la mer.

L'Université doit quand même partager sa récente acquisition avec l'Institut maritime du Québec (Cégep de Rimouski) et l'institut national de la recherche scientifique (INRS-Océanologie).

La priorité à la recherche et aux bourses [illegible] océanographie figure dans les lettres patentes de l'Université.

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Une autre première canadienne à l'UQAR: un groupe de techniciens/nes et d'ingénieurs/es - voyagera dans une camionnette aménagée en bureau ultramoderne pour fournir une assistance technique aux PME (petites et moyennes entreprises) du Bas Saint-Laurent, de la Gaspésie, des Iles-de-la-Madeleine et de la Côte-Nord.

Il manque souvent dans les PME de ressources suffisantes pour obtenir le financement nécessaire à la R & D et pour affronter les risques. Entre autres, le GRST (Groupe régional de support technique) de l'UQAR va intervenir au niveau de la Fédération des Caisses populaires Desjardins du Bas Saint-Laurent, pour leur indiquer quels projets méritent des fonds de capital de risque.

L'Université Laval (au fil des événements)

Une entente pour un programme unique en son genre, visant à aider les pays en développement, vient d'être signé conjointement par l'ACDI (Agence canadienne de développement international). et l'Université. Il s'agit du Programme de deuxième cycle en développement rural intégré.

Grâce à l'aide de l'ACDI, de l'UNESCO et de plusieurs ministères du Québec, le programme en D.R.I. peut accorder 12 bourses d'étude à des cadres qui seront responsables du développement rural dans leurs pays d'origine, toutes des pays du développement.

Après que les étudiants/es auront passé deux trimestres à Laval et auront suivi un stage collectif dans un pays en développement, ils/elles retourneront dans leurs pays respectifs. Le programme en D.R.I. stimulera la participation des populations rurales à tous les étapes de développement.

L'Université du Québec (Réseau)

Le prix pour le meilleur magazine universitaire canadien a été décerné encore cette année, à l'Université du Québec pour Réseau. Le magazine a aussi reçu une mention d'honneur pour l'ensemble de ses dossiers de recherche. Tous ces dossiers sont rédigés par les chercheurs de l'Université.

Using an Internal Library Committee for Dispute Resolution

Rita Vine

The results of a survey on library councils, conducted by the CAUT Librarians Committee earlier this year and published in the May 1988 Bulletin, confirmed what committee members had long suspected — that library councils and other library policy committees offered a rather weak form of collegiality and governance. Chief Librarians have wide discretionary powers; most are not bound by council or committee decisions; some may seek to deprive rank and file librarians of opportunities to participate in decision-making.

Those who bargain on behalf of academic librarians know that the conservative attitudes held by many librarians on policy decisions also figure prominently in their approach to more personal matters like terms and conditions of employment, career advancement, and dispute resolution. Although the existence of a conservative subgroup within a bargaining unit is not unique to academic libraries, it can nevertheless create certain problems for the faculty association that must act on its behalf. How can important issues come forward? How can members be persuaded to grieve or appeal decisions on critical matters? How can the faculty association establish a record of action in the unit that can be used in the future when similar concerns come forward?

In the University of Calgary Library, one answer has been to raise consciousness at the unit level over a period of several years. At the centre of this "grass roots" movement is the Library's Committee on Professional Conditions. Its members are the gatherers of common concerns and act as informal advisors on a variety of work-related issues that affect academic staff in the Library.

The Committee is a permanent, standing committee of Library Council (which in Calgary is analogous to a faculty council) and has established a record of bringing important issues on merit and promotion criteria to Library Council for discussion and decisions. The Committee consists of five members; two elected by the librarians from among themselves, two librarians appointed by the Director, and one who is the Library's Faculty Association representative. The Committee selects its own chairperson from among the first four members.

The original committee was established by the Director in 1978 as an ad hoc committee to create a handbook for academic librarians at the University. The handbook was to include detailed criteria for merit and promotion, and would also contain any university-wide policies and procedures that addressed these criteria. Until 1986, the Committee was concerned almost exclusively with matters surrounding the handbook, but in meeting its mandate the Committee also became a local community of experts in the terms and conditions of employment for academic librarians. Over the years, at least a dozen librarians not only examined and analyzed the Library's merit and promotion criteria, but also helped to create the criteria.

It has been a natural and logical result to have this very knowledgeable group become involved in matters beyond the handbook, and since 1986 the Committee has from time to time assumed a mild advocacy role. Committee members are often approached by colleagues on issues of professional concern. If the Committee notices a trend, the Chair is able to present the concern to the Director during an informal meeting and to suggest ways to correct the problem. Although this very informal approach has not always been successful (and depends, in large measure, on a sympathetic and supportive Director), it has been a useful method of dealing with small problems in a community that is unwilling to initiate formal grievance proceedings over minor disputes.

It may be helpful to view conservative groups within the bargaining unit as having a distinct set of organizational values which may differ considerably from those that are operative in other units. It is also important to recognize that these organizational values may discourage members from pursuing dispute resolution according to established procedures or conventions. Seeking a problem-solving mechanism from inside the group as a first step may meet the group's need for some level of self-determination. In the long term, faculty associations may find that they have trained some future players in association business.

Committees like Calgary's Committee on Professional Conditions will never become a substitute for normal dispute resolution according to established procedures, but as a bridge to that end, they may be worth some consideration.

(Rita Vine is Chair of the CAUT Librarians Committee and a former Chair of the University of Calgary Library's Committee on Professional Conditions.)

RÉPONSE.....12

gamme de documents qui sont essentiels pour dispenser d'excellents cours avec un degré raisonnable de liberté.

En référence au document soumis par la Fédération canadienne des enseignantes et enseignants, Mme Finestone, critique libéral en matière de communications et culture, a appuyé l'utilisation spontanée de certains documents. En référence à cette utilisation, Mme Finestone a déclaré devant la Chambre des Communes "Ils appellent cela "utiliser avec justice". J'estime que c'est "jouer justement" (3 février 1988). Un gouvernement libéral amorcera des négociations avec les créateurs et les utilisateurs afin de déterminer des exemptions possibles et présentera une législation qui reflète les résultats de ces négociations.

Les Néo-démocrates

Les Néo-démocrates ont essayé d'introduire des exemptions de manière à ce que la loi sur les droits d'auteur soit opérationnelle. Nous appuierions certainement de telles exemptions reconnaissant qu'il est important que les créateurs soient récompensés de leur travail et que les enseignants continuent à avoir accès aux documents nécessaires.

THESES IN CANADA: A BIBLIOGRAPHIC GUIDE, by Denis Robitaille and Joan Waiser, Canadian Government Publishing Centre, Supply and Services Canada, Ottawa K1A 0S9. This book records by subject areas the documentation of theses completed for Canadian universities. It includes bibliographies, theses lists by university, and specialized bibliographies with National Library call numbers, a list of data bases with Canadian theses entries, an author index and a subject index.

DOCTORAL RESEARCH ON CANADA AND CANADIANS, 1884-1983, by Jesse J. Dossick, Canadian Government Publishing Centre, Supply and Services Canada, Ottawa K1A 0S9. This book lists doctoral dissertations on Canada or Canadians, written in English or in French, accepted by universities in Canada, the United States and Great Britain, as well as some in Ireland and Australia from 1884 to the spring of 1983. Entries are organized by subject in 29 subdivided sections. An author index follows, including the special numbers of the theses microfilmed by the National Library of Canada.

Library Governance

by Suzanne St. Jacques,
Librarian, University of Ottawa

Results of Robert Moore's survey (CAUT Bulletin, v.35, no.5, 1988) on the formal governance of university libraries came as a reinforcement of the need for Faculty Associations to take a long and serious look at the many problems currently plaguing the governance of university libraries and to find appropriate means to protect the right of rank and file librarians to participate in the decision process affecting their very lives as professionals in an academic environment.

Taking place a few weeks after the publication of Moore's data, the CAUT Collective Bargaining Conference provided us with a welcome opportunity for such a discussion, in the framework of one of its morning sessions entitled "Librarian-Faculty Councils, Governance and Collegiality".

Using the administrative structure presently in place in the Library Network of the University of Ottawa, we "acted out" a meeting of its Library Council and of its Librarian Consultative Committee to illustrate the "sins against collegiality" which can easily arise when the terms of reference of a Library Council are not governed by the Collective Agreement or when a Collective Agreement relies almost exclusively on good faith to insure that those consultative bodies which are recognized within its clauses do indeed play a significant role in the formal government of our libraries.

Using humour as an antidote to the tropical heat which participants in the session had to endure, we nevertheless hope to have conveyed our message on some of the pitfalls that must be avoided when negotiating elements of library governance.

We should not be taken in by the Administration's argument that the Library Council being a library management tool, its composition, mandate and procedures fall within management rights thus escaping the realm of the collective agreement. Because of the direct impact of the Library Council's deliberations, recommendations and decisions on working conditions of librarians, our collective agreement must provide us with the necessary means to insure that regular meetings of Council do take place, that all important issues are brought before it, that all background information is systematically supplied to Council members, that a reasonable period of reflection is given to members before a vote is taken, that the voting process is carried out without insidious pressure on "dissident" members, and that the substance of Council's deliberations, recommendations or decisions is conveyed in a timely fashion to other library bodies.

We must also avoid the trap of "congeniality", that is, the illusion that good faith, good will and civility (which characterize most of our negotiations) will later inspire the Administration's interpretation of weak or ambiguous articles on library governance. Neither should we assume that the positive climate prevailing during negotiations is an implicit assurance, an "it goes without saying" guarantee that library - governance-related issues which could not be won at the table, will nevertheless be handled in a collegial manner when push comes to shove.

A third pitfall during negotiations would be to abdicate on library governance issues (after all, how much time can a team spend on a problem affecting only a small number of members...!!!) with the good conscience that, should Library Administrators abuse the collegial process, librarians can always fall back on the "usually-very-strong" grievance clause of our collective agreements. Cases like these have to be fought on grounds of reasonable interpretation, sense of fair play or suspicion of bad faith. We all know how messy such battles can be and how very few we win! In fact, an Association's time is more wisely spent on fighting at the negotiation table for the recognition of librarians' right to a collegial process, than on costly grievances resulting from Library Administrator's abuse of power.

We then offered some suggestions on what we felt Faculty Associations should be aiming for in future negotiations in order to improve and protect the right of librarians to a true collegial process in decision-making.

Where no such mechanism exists, the first priority would obviously be the creation, under the c.a., of some form of consultative body, a Library Committee, a Council, an Advisory Board, where librarians constitute the majority of the membership and whose primary mandate is to guarantee the input of rank and file librarians on all questions pertaining to library matters.

In Institutions where Library Councils already exist as part of an administrative structure, we should use forthcoming negotiations to win the inclusion in the collective agreement of means to insure the proper functioning of this structure, means to monitor its actions. Future collective agreements must provide librarians with air-tight clauses which can be invoked, should Library Administrators misuse the consultative structure already existing in their libraries.

For Associations dealing with a library structure providing diversified sources of input on the part of librarians, a priority should be the embodiment, in the collective agreement, of a mandatory interactive process between such consultative bodies. Through the recognition of the need for joint memberships, timely exchange of meeting minutes, special advisers or any other appropriate means, our future collective agreements must provide the missing link which is currently undermining the consultation process in many of our libraries where the multitude of isolated consultative bodies has become a source of dilution of any true form of collegiality.

More pressing than these above-mentioned priorities however, is the one for Faculty Associations to recognize that, what we can obtain through a c.a. to protect and improve the role of librarians in the formal governance of libraries, and how well these prescriptions of the collective agreement will be honoured by the Library Administration during the life of the agreement, depend largely on the climate prevailing within the library structure, on the climate created by the management style of its Chief Librarian. We thus suggested that the priority list of our future negotiations include: consultation in the hiring of Chief Librarians; a term-appointment similar to that of deans; an appointment with rank to facilitate integration at the end of the term; good administrative stipends to attract worthwhile candidates; regular evaluations of Chief Librarians by rank and file librarians to provide feedback to the higher echelons of the University Administration; strict accountability mechanisms to assure visibility of library affairs within the academic community as a whole.

We concluded our presentation to this most lively group by reminding our colleages that to this day, our collective agreements have not succeeded in eliminating the sad situation depicted by Robert Moore's survey on library governance. For this situation to change, Faculty Associations must increase their commitment to librarian members by showing greater determination to invest time, energy and money in their negotiations to safeguard the principles of collegiality in the library environment. Librarians must be able to rely on a strong sense of collegiality within their own Faculty Association if they ever hope to enjoy a true collegial climate in their professional milieu.

Direction des bibliothèques

par Suzanne St. Jacques
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Les résultats de l'enquête menée par Robert Moore (Bulletin de l'ACPU, v.35, no 5, 1988) au sujet de la direction officielle des bibliothèques des universités incitent les associations de professeurs à étudier attentivement les différents problèmes qui affligent actuellement la direction des bibliothèques des universités et de trouver les moyens nécessaires pour protéger les droits du groupe des bibliothécaires et les faire participer au processus décisionnel touchant leur vie en tant que professionnel en milieu universitaire.

La Conférence sur les négociations collectives de l'ACPU qui a eu lieu quelques semaines suivant la publication des données de Moore, nous a donné une belle occasion de discuter dans le cadre d'une de ses sessions du matin intitulée "Les conseils des bibliothécaires et des professeurs, la direction et la collégialité".

En utilisant les structures administratives actuellement en place dans le réseau de bibliothèques de l'Université d'Ottawa, nous "avons mené" une réunion de son Conseil de bibliothèques et de son Comité consultatif des bibliothécaires afin d'illustrer "les outrages à la collégialité" qui peuvent facilement survenir lorsque les points de repère d'un Conseil de bibliothèques ne sont pas régis d'une convention collective ou lorsque celle-ci repose presque exclusivement sur la confiance d'assurer que ces corps consultatifs reconnus à l'intérieur de ses clauses jouent effectivement un rôle important en matière de direction officielle de nos bibliothèques.

L'humour a servi de remède à la chaleur tropicale que les participants ont dû subir, néanmoins nous espérons avoir communiqué le message concernant certains pièges qui doivent être évités au cours des négociations d'éléments de la direction des bibliothèques.

Nous ne devons pas nous laisser tromper par les arguments de l'Administration voulant que le Conseil de bibliothèques soit un outil de gestion des bibliothèques et que sa composition, son mandat et ses procédures se conforment aux droits des gestionnaires et ainsi éviter les champs d'application des conventions collectives. En raison de l'impact direct des délibérations, des recommandations et des décisions du Conseil de bibliothèques, notre convention collective doit stipuler les moyens nécessaires afin d'assurer que le Conseil se réunisse régulièrement, que toutes les questions importantes soient préalablement identifiées, que toute l'information pertinente soit systématiquement fournie aux membres du Conseil, qu'une période de réflexion raisonnable est allouée aux membres avant le vote, que le processus de scrutin est mené sans pression insidieuse aux membres "dissidents", et que l'essentiel des délibérations, des recommandations ou des décisions du Conseil est transmis au moment opportun aux autres corps de bibliothèques.

Nous devons éviter également le piège "sympathique", c'est-à-dire l'illusion que la confiance, la bonne volonté et la civilité (lesquelles caractérisent la plupart de nos négociations) inspireront plus tard l'interprétation de l'Administration en ce qui concerne des articles peu convaincants et ambigüs traitant de la direction des bibliothèques. Nous ne pouvons pas assumer que le climat positif dominant pendant les négociations est une assurance implicite, et une garantie de "il va sans dire" que les questions en matière de direction-bibliothèque, qui ne pourront être gagnées à la table, seront néanmoins traitées d'une manière collégiale "à la va comme je te pousse".

Un troisième piège au cours des négociations serait d'abdiquer aux questions de direction des bibliothèques (après tout, combien de temps une équipe peut-elle examiner un problème touchant seulement un nombre restreint des membres...!!!) en toute bonne conscience que, même si les administrateurs de bibliothèques outrepassent le processus collégial, les bibliothécaires peuvent toujours avoir recours au processus de grief "habituellement très puissant" de notre convention collective. Ces cas susmentionnés doivent être débattus à partir de bases d'interprétation raisonnable, d'un sens de la justice ou se méfier de la mauvaise foi. Nous savons tous que ces batailles sont très difficiles et que nous en gagnons très peu! En fait, il est plus judicieux pour l'association de débattre la reconnaissance des droits des bibliothécaires à la table de négociation à un processus collégial plutôt que d'utiliser des procédures de grief coûteux en réponse aux abus de pouvoir des administrateurs de bibliothèques.

Nous avons par la suite développé quelques suggestions visant à faire connaître à l'association des professeurs les points que nous croyons importants à être discutés à la prochaine ronde de négociations dans le but d'améliorer et de protéger le droit des bibliothécaires à un processus collégial réel au moment de la prise de décision.

Où ces mécanismes n'existent pas, la priorité serait, de toute évidence, de créer à l'intérieur de la convention collective une forme quelconque de corps consultatif, un Comité de bibliothèques, un Conseil et un Conseil consultatif où les
bibliothécaires constituent la majorité des membres et dont le but principal est d'assurer le contrôle du groupe des bibliothécaires en ce qui concerne des bibliothécaires en ce qui concerne toutes les questions se rapportant à la bibliothèque.

Dans les institutions, où les Conseils de bibliothèques existent déjà et font partie de l'organisation administrative, nous devons dans le cadre des prochaines négociations nous assurer de l'insertion d'une clause donnant les moyens nécessaires au bon fonctionnement de l'organisation et de contrôler ses actions. Dans les prochaines conventions collectives, les bibliothécaires doivent se pourvoir de clauses à toute épreuve et les invoquer si les administrateurs de bibliothèques utilisent incorrectement la structure consultative déjà en place.

En ce qui concerne les associations qui négocient avec l'organisation de bibliothèques et qui assurent des sources diversifiées d'information fournies par les bibliothécaires, l'incorporation d'un processus mandataire réciproque entre les corps consultatifs devrait être une priorité dans la convention collective. Par la reconnaissance du besoin d'une adhésion mixte, des échanges opportuns des procès-verbaux de réunions, des consultants spéciaux ou d'autres moyens appropriés, notre prochaine convention collective doit définir le lien qui manque, soit une sous-estimation du processus de consultation dans plusieurs de nos bibliothèques où une foule de corps consultatifs isolés représentent une source de dilution d'une quelconque forme réelle de collégialité.

Plus urgent que ces priorités susmentionnées, est l'identification pour les associations de professeurs de ce que nous pouvons obtenir par l'intermédiaire d'une convention collective afin de protéger et

Voir BIBLIOTHÈQUES/21

The Dark and Light Side of the Crisis in Higher Education

by K. Edward Renner
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After losing an American Cup race, Denis Conner was told of a threat there was a bomb on his boat. His reply was "So, what is the bad news?" Those of us within higher education can relate to his attitude that things could actually be worse than one imagines. Doonesbury comic strip also captured the fallen spirit of academia when President King was told the alternative to a 15% across-the-board cut was to fire the new English department replacements. "Literacy" was the answer given to his lament of "What kind of educational experience are we willing to settle for?"

We are in a dilemma and as with most dilemmas we are caught in the contradictions of our own beliefs. As long as we continue to hold on to our current assumptions about the fundamental nature of the crisis in higher education, we will not find a solution. Of this we can be sure.

Our task is clear, but not simple. We must manage change. The first step is to examine the assumptions that have imprisoned us in our dilemmas, and to create a new basis for choice and self-direction.

Both the faculty and administrators of our universities have assumed that because the nation needs educated people, government can be persuaded to provide significantly more money as the bottom line. This approach has not proved successful. Through the 1980's, problems have grown worse, not better. Teaching equipment is older, buildings are deteriorating, services are declining and classes are larger.

Implicitly, the crisis in higher education is viewed as *external*, *general*, and *national*. Our current belief system sets "us" against "them," implying cross-purposes with those outside of higher education, and sets our sights on the single minded purpose of getting "them" to change. These are the perfect constructions for malaise and helplessness. We are without choice or direction, dependent on others to rescue our aspirations.

An alternative construction

We can escape our predicament by changing our beliefs. Specifically, we should consider that our problems in higher education are largely *internal*, we have created them ourselves: that they are quite *specific*; and, that we not only have the capacity to solve them locally, but a local, rather than a national, response is the action of first choice.

Most Canadian universities hired many new faculty in the 1980's who have now gained tenure. These faculty are not due to start retiring until around the year 2000 and they are becoming increasingly expensive as they move up the salary scale. The bad news is the resulting lack of academic and financial flexibility: the good news is that these problems will become progressively more severe for only 18 more years. In the Arts and Science faculty at Dalhousie University, for example over 85 percent of the faculty are tenured and the majority of the remaining positions are filled by tenure-track appointments. There are few scheduled retirements before the year 2000 and then two-thirds of the faculty will retire by the year 2010. This age hump, in comparison to an "ideal" distribution where approximately the same number of individuals retire each year, will result in an Arts and Science budget of approximately $13.5 million a year, an extra two million dollars per year (one million dollars in present worth) by the year 2000. Over 97 percent of the average departmental budget is spent on salaries. People are the only place for cuts. Non-replacement of faculty who resign, die, or retire will produce savings dictated by chance and circumstance, not by academic design, and will only compound an already difficult problem.

The problem is compounded further by the fact that we have very specific new educational responsibilities in response to a new era. Most often cited is the challenge of life-long learning. Less obvious is the political challenge for greater accountability, forewarnings of which are coming from the United States. Raising a new vision of higher education, based on academic values, should be an exciting task. Yet, we are locked into an internal struggle for survival and a mentality that lacks a vision of our emerging roles and functions. We have lost direction.

How could we have so quickly forgotten the energy and dynamism of our previous vision and goal of providing greater access as one of the essential tools in the quest for greater social justice? I suspect that history will judge that this effort was the last gasp of a dying era, the last opportunity for the promised fruits of the industrial revolution to be universally experienced and shared. While we may be excused, for although I think no apology is required, we can not be excused for ignoring the opportunity to be on the leading edge of an inflection point in history.

No government will pay for the status quo nor for the additional cost of all of the new directions required by a new vision, were one clearly in focus. It is essential to disabuse ourselves of the belief that the solution will come from finally persuading government to provide significantly more money. We should, of course, keep up political pressure for our share but given other social needs, we can not realistically expect money to reform the curriculum and cover a future decade of escalating salary costs for older professors, while other needs and other groups, such as women, the young, the homeless and the hungry, patiently wait.

If we do wait for external intervention, it will come at a price. A "Faustian Connection" of increased government and industrial sponsorship will result but it will not provide the base for an enhancement of our critical role and function. The market values and short-term political goals that characterize such arrangements are no basis for the management of higher education. Academic freedom, at its most fundamental level, will be threatened. The vital role for education to play at this crucial time in history requires the assertion of academic values. This task is quite specific.

No one but us can do what needs to be done. We have met the enemy, and them is us. The tasks to be done must begin in the departments, faculties and senates of each university and college. The solution is not a "product" such as money, but rather a "process." This is an important distinction. A process is social, requiring leadership and commitment among people who form an academic community. We need not look beyond the local campus to begin.

Means, ends and process

There are three tasks at hand. The first is to generate increased academic and financial flexibility, the second is to raise a vision of higher education that is appropriate for the transition from one historical era to another, and the third is to do this through a process that unites the students, faculty and administration within academic communities, rather then dividing them from each other and from those external to higher education.

These are three "principles" which we must see as inter-related and over which we have some measure of control. To gain financial flexibility by pitting students against faculty, by linking tuition increases with faculty pay raises is not a solution at all. The yardstick for our actions is to make decisions which are consistent with three inter-dependant principles, based on the fundamental assumption that we have an internal, specific and local problem.

Academic and financial flexibility

We must avoid being forced into a situation where the choices are equally unpalatable — choosing whether a massive and destructive retrenchment process should be dictated either from within or from without. To avoid this we must create new academic and financial flexibility. It is clear that no university can sensibly replace two-thirds of its faculty over an 11 year period beginning in the year 2000. The task is therefore to move some of the flexibility that is due to occur in the future to the present. Good fortune is in our camp on at least two counts. First, recent surveys have found that between 85 and 40 percent of the faculty members in the target group, retiring between the years 2000 to 2010, are tired, dissatisfied and are looking for a graceful exit. Second, the economics of the situation allows universities to provide sufficiently attractive financial incentives to these individuals to make a career alternative viable. I have suggested[1] that the size of the incentive be tied to the amount of academic and financial flexibility that will be generated, not to the number of years of service at the university. The primary purpose is to correct the imbalance in the age distribution of the current faculty, not to generate short-term savings. Even with an incentive worth over four times an individual's current salary, and a 100 percent replacement rate with junior faculty, universities can save up to $450,000 per individual. If only 10 percent of the tenured faculty in Figure 1 selected the program, the total savings to the Arts and Science budget at Dalhousie would be over $8.5 million, with an immediate windfall of 4 million dollars.

The tasks required to establish a career alternatives program, while neither short term nor simple, are relatively straight forward and technical in nature. The keys to a successful career alternatives program are to provide a wide range of alternatives, to be voluntary, and to be of mutual benefit to both the faculty who elect it and the university. Mutual is a key word. It means administrators must resist the temptation to force wanted resignations and the savings must be fairly shared.

Current early retirement programs are simply wasteful of money. First, they incur an unnecessary cost by purchasing flexibility that would occur anyway over the critical period, but without helping to correct the fundamental internal structural problem. Second, when early retirement is combined with a policy of replacement at the junior level, the longer period over

See DARK & LIGHT/18

Atelier du Comité du statut de la femme

par Jane Gordon
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Trois conférencières de marque ont remis en question certaines de nos conceptions de la vie universitaire à l'atelier du Comité du statut de la femme qui a eu lieu récemment à Vancouver.

Linda Briskin a suggéré que la collégialité, telle que nous la connaissons, camoufle en fait les forces dominantes qui influencent l'université et mène à l'invisibilité de l'employeur. Des règles vagues et informelles justifient les décisions prises, ce qui complique les démarches auprès des personnes en marge de l'université. Elle a donné un aperçu de l'aspect d'une université transformée. Briskin a aussi expliqué que l'expérience personnelle des femmes, se déroule dans un environnement de pratiques institutionnelles et de modèles systémiques, amplifiant ainsi le concept que les efforts d'une personne sont souvent récompensés. Selon Darlene Marzari, membre de l'association locale de la C.-B., les femmes recherchent des changements qui révolutionneront la structure sociale. Dans la vie universitaire, comme ailleurs, l'essence même des demandes des femmes, si minimes soient-elles, représente une transformation fondamentale de ces structures.

La dernière conférencière de marque, Rosemary Brown, ancien membre de l'association locale (MAL), et présidente des Women's Studies de l'USF, a expliqué que l'utilisation actuellement faite du critère d'excellence est l'ennemie de l'équité. L'excellence est une considération subjective qui a été utilisée pour minimiser l'érudition des femmes. Cet argument a été utilisé à de multiples occasions contre les programmes visant l'équité en matière d'emploi. Il faudrait repenser à ce que nous entendons lorsque l'on parle d'excellence.

Les 100 délégués présents à l'atelier du 20 au 22 octobre ont bien accueilli ces commentaires. Au cours des sessions pléniaires et des plus petits ateliers, les participants ont délibéré au sujet du processus d'admission (être embauchée), dix processus d'évaluation (permanence et avancement) et de l'utilisation de la législation, de même que de la convention collective afin d'augmenter la participation des femmes dans des carrières universitaires.

Un équilibre existait entre, d'une part les présentations et les débats et d'autre part, des rencontres officieuses et des rassemblements pour y discuter de sujets revêtant un intérêt particulier. On n'a pas pu faire l'unanimité au sujet de l'approche du problème, mais un consensus s'est dégagé en ce qui a trait à la question sérieuse de discrimination systémique dans les universités. Il est nécessaire d'apporter des changements à tous les niveaux afin de bien approcher ce problème. Les femmes doivent elles-mêmes organiser et conclure des alliances avec des groupes communautaires. Les hommes bien disposés à l'égard de la cause des femmes doivent former des groupes pour les appuyer et travailler auprès de leurs collègues.

Une cause a réuni les appuis des déléguées. Aleksandra Vinogradov a mentionné à l'atelier qu'elle s'opposait au rejet d'une nomination à la faculté de génie de l'université de Calgary (voir le Bulletin de l'ACPU-fév./87). Elle est aussi impliquée dans un cas porté devant la Commission des droits de l'homme de l'Alberta. Comme il n'y a pas eu d'appel au jugement, qui est généralement mal perçu, les personnes présentes ont envoyé un télégramme à la Commission des droits de l'homme de l'Alberta et ont rédigé une motion exhortant la direction de l'ACPU à prendre plusieurs mesures spécifiques. Ce cas, s'est prolongé durant des années.

En plus, du très sérieux débat, les déléguées se sont amusées au son d'un concert de jazz interprété par la pianiste Louise Rose de Victoria de même, ils ont profité du climat (très) doux et brumeux de Vancouver. Des rassemblements informels à l'heure des repas ont favorisé une plus grande participation.

CONFERENCE REPORT:

Who's afraid of liberal education ?

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On the first weekend of October, 1988 about 200 university professors, administrators and students from across Canada descended on Ottawa to participate in a conference organized by the Social Science Federation of Canada. The theme of the conference, Who's Afraid of Liberal Education? engaged participants in a critical analysis and reflection of the undergraduate curriculum of university education. The focus of the conference was three fold; on the one hand to discuss the strengths and weakness of the undergraduate curriculum as it now exists, secondly to review current experiments with new forms of curriculum in Canada and finally to examine the various barriers to the implementation of a general education curriculum.

Lise Bissonnette, journalist and education commentator, established the tone for critical review of the university curriculum and challenged the university community to demonstrate its ability to meet the pressures being placed upon them from the marketplace. She insisted that the marketplace demands for specialists as well as adaptable individuals could pose difficulties for the proponents of liberal arts curriculum reform in the university. Her concise list of internal and external constraints to changing undergraduate curriculum forces her to sympathize with the community. In closing she encouraged the audience to seize the opportunity of the day and to take advantage of the remarkable consensus that has built around the need to return to a liberal education over the last decade.

J.K. Grant, President of the Quaker Oats Company of Canada, Ltd. evoked memories of the difficulties encountered by CEO's of major Canadian companies to enlist talented graduates from liberal arts universities. He recogtuized the inherent difficulties of the recruitment process, as in all together too many instances the needs of the personnel department appear to run at odds with the desires of the CEO. Personnel recruitment officers often attempt to hire graduates with specialized degrees to fill a specific position. This appears to be good strategy for the short term, however, CEO's often prefer to recruit university graduates with a generalist background thus providing the corporation with flexible, creative and human resources with strong analytical and communication skills. Mr. Grant strongly encouraged the University community to offer a balanced curriculum for undergraduate students.

Dr. Howard Clark, President of Dalhousie University in Halifax considers it a disgrace that universities continue to produce science graduates whose exposure to the humanities and languages is minimal. It is equally disgraceful that anyone can graduate from a Canadian university without some understanding of science and the scientific method. A balanced curriculum of liberal arts and science such as proposed by Dr. Clark appeared to receive support in principle from university professors and administrators attending the conference.

Gilles Paquet, Professor of Management from Ottawa University underlined the importance of the University community to awaken from its malaise and to set out an aggressive agenda to be competitive with the post secondary education activity within the private corporate sector. He surmised that if the University community does not measure up in providing competent and able University graduates, the corporate sector will take it upon themselves to do so.

In his closing remarks on the shortcomings of undergraduate liberal arts in Canadian universities, Professor Michael Skolnik of the OISE reminded us that unlike the United States where there have been numerous studies and much documentation, we don't really have much in the way of research on the current state of liberal arts education. He surmised that perhaps the reflection of this self selected group was in order and that perhaps the state of liberal arts education in Canada is not that bad, or as Howard Clark more aptly said, overall undergraduate liberal arts in Canada may be fairly good. Nonetheless, many still have at least a vague feeling of unease that there is something wrong and that unease has been tied to specialization and the vocational emphasis in curriculum. The majority of comments made about specialization recognized that even if it's a necessary evil, it's here to stay and the problem for curriculum design in liberal arts is to strike some type of reasonable balance with breadth and specialization. Intrigued by Lise Bissonnette's idea of the new classicism participants found the metaphor useful in their efforts to grapple with what was meant by a new liberal arts in the context of the late 20th century when post secondary education needs to prepare graduates to live and works in an advanced contemporary culture.

While there was no consensus or time to develop consensus on the dimensions and configurations of the ideal undergraduate liberal arts curriculum, there was consensus that it is imperative for the University to demonstrate ingenuity and to allocate the energy and the resources necessary to give students the opportunity to tackle the challenges of their times.

October 17, 1988

RAPPORT SUR LA CONFERENCE:

Qui a peur de l'éducation générale ?

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Les 30 septembre et 1er octobre derniers, environ 200 professeurs, administrateurs et étudiant-e-s d'universités, ainsi que des représentant-e-s de l'entreprise et du gouvernement ont participé à une conférence à Ottawa organisée par la Fédération canadienne des sciences sociales. La conférence intitulée **QUI A PEUR DE L'EDUCATION GENERALE?** a permis aux participant-e-s de se pencher sur la question du curriculum de premier cycle de nos universités canadiennes. La rencontre avait comme objectif de discuter plus particulièrement des points suivants: les forces et les faiblesses du curriculum actuel; les initiatives dans le domaine de la réforme du curriculum au Canada et aux Etats-Unis; et les obstacles freinant la mise en place de programmes de formation générale et les stratégies à envisager pour surmonter ces obstacles.

Lise Bissonnette, journaliste et spécialiste des questions touchant l'éducation, a initié la discussion en provoquant un examen critique du curriculum et en lançant un défi aux universités pour qu'elles fassent preuve d'une véritable capacité à répondre aux pressions que leur impose le marché du travail. Elle a souligné, entre autre, qu'un des problèmes importants auxquels doivent faire face les tenants d'une éducation générale est celui d'un marché du travail qui exige à la fois des spécialistes et des généralistes. Mme Bissonnette a ensuite dressé une brève liste des entraves externes et internes à la transformation du curriculum et a clairement fait savoir qu'elle était bien consciente des problèmes auxquels doivent faire face les universités. En terminant, elle a encouragé les participant-e-s à la conférence à profiter du consensus remarquable qui existe depuis une dizaine d'années quant au besoin d'un retour à une formation générale.

J.K. Grant, PDG de la Compagnie Quaker Oats of Canada Ltd., a fait allusion aux difficultés que rencontrent les PDG de grandes entreprises dans l'embauche de diplômé-e-s des programmes de formation générale. Il a souligné particulièrement les difficultés inhérentes au processus de recrutement. Selon lui, bien souvent les besoins des responsables en ressources humaines ne concordent pas avec ceux du PDG. En effet, les responsables des ressources humaines s'efforcent d'embaucher des individus spécialisés dans un domaine bien circonscrit en vue de combler un poste en particulier. Bien que cela puisse apparaître être une stratégie bien motivée dans le court terme, le PDG préférerait souvent embaucher des diplômé-e-s muni-e-s d'une formation générale afin d'assurer à l'entreprise un personnel souple, créatif, et ayant de fortes qualités d'analyse et de communication. M. Grant a donc fortement recommandé aux universités d'offrir à tous les étudiant-e-s une formation générale bien équilibrée au niveau du premier cycle.

M. Howard Clark, Recteur de la Dalhousie University à Halifax, considère honteux que les universités continuent de former des diplômé-e-s dans les sciences dites exactes qui ne connaissent rien ou très peu aux sciences humaines. Il a ajouté, par ailleurs, qu'il était tout aussi honteux que les étudiant-e-s puissent recevoir un diplôme d'une université canadienne sans connaître quoi que ce soit à la science et à ses méthodes. L'auditoire semblait d'accord avec le principe d'un curriculum équilibré qui ferait de la place tant aux sciences humaines qu'aux sciences dites exactes.

Pour sa part, M. Gilles Paquet de l'Université d'Ottawa a souligné que les universités devaient à tout prix songer à une réforme du curriculum, sans quoi elles seront incapables de faire concurrence au secteur privé qui joue un rôle de plus en plus important au niveau de la formation. A son avis, à moins que les universités ne démontrent qu'elles ont la capacité de former des diplômé-e-s compétent-e-s, le secteur privé prendra la relève.

Dans le mot de la fin, le professeur Michael Skolnik (Ontario Institute for the Study of Education), a fait ressortir que, comparativement aux Etats-Unis, très peu d'études sur la question de la formation générale ont été produites ici au Canada. A son avis, cela représente une réelle faiblesse. Il a souligné que la réflexion et les discussions découlant de la conférence étaient à propos et que, en dernière analyse, le curriculum de premier cycle au Canada n'est peut-être pas si mal, et comme l'a dit lui-même Howard Clark, la formation générale au Canada est peut-être même assez bonne. Néanmoins, plusieurs s'inquiètent de la tendance à la spécialisation qui marque les études du premier cycle. Il fut assez clair dans la plupart des commentaires portant sur la spécialisation que celle-ci ne s'amenuiserait pas et qu'il fallait donc tenter d'en arriver à un juste équilibre entre la spécialisation et la formation générale. Les participant-e-s à la conférence ont été intrigué-e-s par le concept d'un nouveau classicisme, mis de l'avant par Lise Bissonnette, et la métaphore a alimenté les discussions entourant la définition de la formation générale dans le contexte de la fin du vingtième siècle. Il devient de plus en plus important aujourd'hui de bien préparer les étudiant-e-s à vivre et à travailler au sein d'une société moderne.

En raison des limites imposées par la durée et la nature de la conférence, aucun consensus n'a pu être établi en ce qui concerne la définition et la forme d'un curriculum de premier cycle idéal. Cependant, les participant-e-s à la conférence n'ont eu aucune difficulté à s'accorder sur la nécessité pour les universités de faire preuve d'ingéniosité et de faire tout en leur pouvoir pour fournir aux étudiant-e-s les connaissances et les outils nécessaires pour faire face aux défis de leur époque.

le 17 octobre 1988

Brock University

DEAN, DIVISION OF MATHEMATICS AND SCIENCES

Brock University invites applications for the position of Dean, Division of Mathematics and Sciences, effective July 1, 1989.

The Division consists of the Departments of Biological Sciences, Chemistry, Computer Science and Information Processing, Geological Sciences, Mathematics and Physics. Pass and Honours degree programs are offered in all departments and Masters degree programs in Biological Sciences, Chemistry, Geological Sciences and Physics. The Division has over 60 full-time faculty members and over 1,100 FTE students.

The University seeks an individual with a significant record of academic achievement, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to:

Mr. P. Beard
Secretary to the University,
Brock University,
St. Catherines, Ontario
L2S 3A1

The closing date for the receipt of applications is December 1, 1988.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Brock University is an equal opportunity employer.

DARK & LIGHT.....16

which the salary of the replacement person is paid, relative to the salary of a junior appointment made at the time of normal retirement, gradually consumes the immediate savings when projected over the total time period. When increased financial flexibility is needed, and it becomes cost ineffective if the incentive for early retirement is at all attractive. This is a short sighted response.

In contrast, a "Career Alternative Cafeteria" provides flexibility while helping to correct the structural problem. The additional expense of the new age distribution, relative to the old distribution, only begins to incur greater costs after the year 2000 when natural flexibility has returned and when once again there will be an increasing number of traditional age students. By correcting the age distribution, the rippling effect of replacing two-thirds of the faculty over a ten year period is reduced and the yearly salary budget will more accurately reflect its true costs. In addition, a career alternatives program is an enterprise which can unite current faculty, students and administration in a common cause of mutual benefit. The savings can provide books and computers, and add young scholars in new and emerging areas, while waiting for the natural flexibility due after the year 2000.

We do not have to choose between two forms of destructive retrenchment. We need to construct our option as the choice between either a destructive retrenchment process, dictated from within or without, or a program of career alternatives. This is a choice over which we have some measure of internal control. It must give both those who leave and those who stay a new lease on life; this positive cycle of dynamism must begin with the internal response of correcting a specific structural problem.

Academic roles and functions

Merely to have a modest amount of academic and financial flexibility is not enough. We must not waste it nor continue our struggle over a scarce resource. This is a far more difficult task than creating the means, which is largely technical and quantitative. In contrast, both the remaining issues of the ends and the processes reflect our beliefs and values about academic roles and functions. The temptation will be to restore the glorious status quo, as we remember it: stealing a limited resource from the future for our present consumption.

To reconstruct our beliefs about academic roles and functions requires us to turn our analytical skills inward. Just as reflective analysis is necessary for the cognitive restructuring required for successful individual therapy, it will also be necessary in creating a new vision for higher education. Power, positions, structure, procedures and traditions provide the security

See DARK & LIGHT/19

Mount Saint Vincent University requires a

Dean of Human and Professional Development

Applications and nominations are invited for the position of Dean of Human and Professional Development at Mount Saint Vincent University.

Located in Halifax, the university is dedicated primarily to the education of women. More than 60 per cent of the faculty and staff and 85 per cent of the student body are women.

The Division of Human and Professional Development has a full-time academic staff of 95 plus sessional and part-time members. Undergraduate programs are offered in Business Administration, Child Study, Economics, Education, Gerontology, Home Economics, Psychology, Public Relations, Secretarial Arts (Office Administration), Sociology/Anthropology, Tourism & Hospitality Management, and Women's Studies. Graduate programs are offered in Education and Home Economics. The total enrollment in this division is approximately 2500 students.

The Dean of Human and Professional Development reports directly to the Vice-President (Academic) and is responsible for the development of academic programs and faculty. The Dean plays a key role in academic advising and overall university planning. In addition to a strong background in teaching and research, experience in university administration would be an asset.

The preferred starting date of this appointment is July 1, 1989. Applications and nominations should be sent by January 11, 1989 to:

Dr. Kathryn Bindon
Vice-President (Academic)
Mount Saint Vincent University
Halifax, Nova Scotia B3M 2J6

In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants.

L'Université de Moncton, la seule université française au Canada, hors Québec, désire actuellement s'adjoindre un

Professeur, études familiales
(poste temporaire – deux ans)

Vous enseignerez particulièrement dans les secteurs de l'organisation et de la vie familiale aux étudiants du 1er cycle. Vous fournirez aussi un enseignement et un encadrement d'études au 2e cycle, en plus de mener des recherches dans ces champs de spécialisation.

Vous devez détenir un doctorat en études familiales ou l'équivalent, mais votre candidature sera considérée si vous êtes titulaire d'une maîtrise dans le domaine. Notre préférence ira à la personne démontrant intérêt et capacités dans le développement et la poursuite de projets de recherche.

Ce poste, que vous occuperez à partir du 1er juillet 1989, s'accompagne d'une rémunération selon la convention collective en vigueur.

Votre curriculum vitae, assorti de trois lettres de référence, doit parvenir avant le 28 février 1989 à **Mme Colette Martin, directrice, École de nutrition et d'études familiales, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

Ce poste est offert également aux femmes et aux hommes qui sont citoyens canadiens ou immigrants reçus.

Université de Moncton

FACULTY OF EDUCATION

UNIVERSITY OF TORONTO

Applications are invited for a tenure stream position in **Second Language Development** with a focus on English as a Second Language and/or French as a Second Language.

Preferred candidates will possess a doctoral degree and have substantial field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1989 or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by December 31, 1988 to **Dr. Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to provostial approval.

L'Université de Moncton, la seule université française au Canada, hors Québec, recherche actuellement deux

Professeurs, nutrition

Nous offrons un poste régulier, qui vous donnera accès à la permanence, et un poste temporaire d'une durée d'un an. Tous deux comportent les fonctions suivantes : au 1er cycle, enseignement en nutrition fondamentale ou appliquée et, éventuellement, cours en alimentation avancée; recherche dans le domaine de la nutrition humaine; enseignement et encadrement des études au 2e cycle.

Vous détenez un doctorat en nutrition ou l'équivalent; les titulaires d'une maîtrise dans cette discipline seront également considérés. Votre candidature sera favorisée si vous êtes capable de développer et de mener des projets de recherche en nutrition humaine et si vous faites preuve d'un fort intérêt pour ce champ de connaissances.

L'entrée en fonction pour ces deux postes est prévue pour le 1er juillet 1989. Votre traitement sera selon la convention collective en vigueur.

Acheminez votre curriculum vitae détaillé ainsi que trois lettres de référence, avant le 28 février prochain, à **Mme Colette Martin, directrice, École de nutrition et d'études familiales, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

Ces postes sont offerts également aux femmes et aux hommes qui sont citoyens canadiens ou immigrants reçus.

Université de Moncton

DARK & LIGHT.....18

of predictability; restructuring our beliefs entails the insecurity of uncertainty. This course requires strong motivation and an explicit understanding that, this is the task at hand. University administrators and faculty members, must define much more clearly the challenges to higher education in terms other than simply financial.

Those of us who now form the majority, those due to retire between the years 2000 to 2010, must start to prepare our legacy. We may either bear witness to the university joining the ranks of the railroads and post office by steadfastly going our own separate ways, or we may join together in the process of contributing to a new vision.

The issues that have dominated recent meetings of the American Association of Higher Education and the National Conference in Canada are the challenges of life-long learning, civic responsibility, a university that is the centre of community life, and one that is accountable in terms of academic values. These are identifiable, specific challenges. The choice is ours, whether to look ahead to the year 2000 or to look over our shoulder at "the good old days".

Achieving co-operation

The final issue of "process" is even more difficult. Internally, we must work together. Although our old processes of competition may have served us well through our growth period, their time has come to an end. We must move toward increased co-operation having recognized our increased interdependence.

As human beings we do not make such changes easily but we do know the psychological conditions under which such changes are possible. People need personal security to be receptive to new arrangements, to take chances, and to allow themselves to be vulnerable to others. If we are to change our beliefs, we must be prepared to let down our defenses. With the yearly round of budgets cuts and the corresponding self-justifications that are required, we damage our own capacity to help each other. It is no oversight that universities do not have the mechanisms for selective cutting. The process of setting priorities is no less dangerous than joining a circle of hungry cannibals where no one dare doze off. As academics, we must suppress our own exaggerated sense of self-importance that encourages us to set our own pursuits above those of our colleagues.

Perhaps most difficult of all is to recognize and accept that the university is largely an aging group of men. The democratic process of debate followed by voting in a Senate or other academic forum does not assure that we have put self-interest behind us, any more than white people voting that black people should sit at the back of the bus. The democratic process must be constrained by higher order principles. These principles are the ones that each campus must create for itself to have a climate of cooperation. Many of our old institutional structures and prooedures, born of a past era of expansion and competition, do not pass the test. We may share our insights in places such as the Bulletin, but we can not short-cut the process of resolving and creating the climate at every institution. This is a local action.

Choice and self-direction

Our beliefs are powerful forces. Our universities and colleges are mired in the helplessness that comes from a shared perception that our difficulties are external, general, and national. Yet, we know that there is a vital social role to be played in managing change: a role spanning the science and engineering required to remain competitive in a world economy, the ethics and values of the humanities required to stay alive, and the social sciences required to cope.

See DARK & LIGHT/20

UM

SEXUAL HARASSMENT
phasing it out

The University of Manitoba

Fourth Annual National Conference of Sexual Harassment Advisors

NOVEMBER 17-19, 1988
Sheraton Hotel, Winnipeg, Manitoba

Conference will include presentations from experts, an experiential component, and strategies currently used to combat sexual harassment at institutions of higher learning.

For registration information call:
(204) 474 9542

Faculty of Administration

DEAN

Nominations and applications are sought for the position of Dean of the Faculty of Administration. The position is available from July 1, 1989 and the appointment would normally be for five years, renewable. The incumbent Dean has decided against renewal of his appointment to pursue other academic interests at the University.

The Faculty of Administration has 36 faculty members and offers a wide range of programmes in business and public administration to the master's level. The programmes have more than 1,200 students enrolled. It is located on the Fredericton campus of the University.

An outstanding candidate is sought. The position will be of interest to persons holding an earned doctorate in an appropriate field and having significant experience and accomplishments in teaching, research and academic administration, and/or persons with high level accomplishments in Canadian business or government. Salary and other terms are negotiable and competitive.

The University of New Brunswick is the leading provincial anglophone university and offers a full range of programmes to some 7,500 full-time and 2,500 part-time students.

Applications and nominations should be submitted to: Dr. R. E. Burridge, Vice-President (Academic), University of New Brunswick, Old Arts Building, Room 105, Fredericton, NB, E3B 5A3.

The closing date for applications and nominations is December 31, 1988.

UNIVERSITY OF NEW BRUNSWICK

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University of Alberta
Edmonton

C
MRC Group
M

in Protein Structure and Function

Faculty Position in X-Ray Crystallography

The Medical Research Council of Canada Group in Protein Structure and Function at the University of Alberta invites applications for a Faculty position in the Department of Biochemistry. Applicants should have a strong background in protein/macromolecular crystallography and will be expected to develop a research project that will complement and contribute to the overall research efforts in the group. Appointments can be made at any level from Assistant to Full Professor depending upon the qualifications.

The MRC Group in Protein Structure and Function was established in 1974 and has undergone two successful renewals. In addition to X-ray crystallography, the major techniques of physical biochemistry are included in the armament used by the group members for the study of protein systems, hydrodynamic and spectroscopic methods, 2D nuclear magnetic resonance spectroscopy, protein micro-sequencing techniques, solid phase synthesis of peptides, recombinant DNA and protein engineering. The X-ray crystallographic laboratories are supported by excellent facilities, two single crystal diffractometers, two rotating anode generators, an SDMD system area detector with two detectors, two molecular graphics systems. The computing facilities at The University of Alberta are excellent. The University mainframe is an Amdahl 5870 operating under MTS. Access to supercomputing facilities is also possible at the Universities of Toronto (Cray) and Calgary (Cyber 205).

In accordance with Canada Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The deadline for the position is December 31. Applicants should forward *curriculum vitae*, list of publications and names of three referees as soon as possible to:

Professor M.N.G. James
Department of Biochemistry
University of Alberta
Edmonton, Alberta, Canada
T6G 2H7

The University of Alberta is committed to the principle of equity in employment.

DARK & LIGHT.....19

If we are to be part of this drama we must first manage change ourselves. By recognizing that our difficulties are internal, specific, and local we can restore choice and self-direction.

Faatnate

1. Renner, K. E. (1986a). Career alternatives: A model for calculating financial costs and making policy decisions. Research in Higher Education, 25, 42-54; Renner, K. E. (1986b). Career alternatives: providing a cafeteria of choices through career alternative dollars, Research in Higher Education, 25, 227-244; and, Renner, K. E. (In Press). Replacing retrenchment with dynamism through a program of career alternatives. Canadian Psychology.

Gender specific language in advertisements

The Executive of CAUT has adopted the policy that the Bulletin shall not accept advertisements using gender specific language except when that language has been mandated by human rights legislation.

The University of Lethbridge

DIRECTOR
School of Fine Arts

The University of Lethbridge invites applications and nominations for the position of Director of the School of Fine Arts. The successful applicant will be expected to assume duties on July 1, 1989, following the retirement of Robert Cook, the current Director.

The School of Fine Arts consists of the Departments of Music, Art and Dramatic Arts, the University Art Gallery, the Music Conservatory and the University Theatres. The school offers B.F.A. degrees in Arts and Dramatic Arts, a B. Mus. degree, a combined B. Mus./B. Ed. degree with the Faculty of Education, and majors in Art, Music and Drama for the B.A. degree. The School is located on campus in the Centre for the Arts.

The Director is responsible to the Vice President Academic for the supervision and administration of the academic program, budget, and all activities of the School. The University seeks a Director with significant record of academic and scholarly/creative achievement. The Director is expected to provide imaginative leadership in encouraging scholarship/creativity and excellence in teaching within the School, and in developing effective relationships with the external cultural and educational communities.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees, should be sent, in confidence to:

Dr. Ian D.C. Newbould, Vice President Academic
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta, Canada
T1K 3M4

Nominations should be received by December 15, 1988, applications by January 1, 1989. In accordance with Canadian immigration requirements, this advertisement is first directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF MANITOBA

Invites applications and nominations for the position of

DEAN OF THE FACULTY OF SCIENCE

The Faculty of Science at The University of Manitoba has a complement of approximately 220 faculty and 90 support staff. Its twelve departments and units span the Biological and Physical Sciences and Mathematics; they offer a full range of undergraduate Science programs for approximately 2,700 students enrolled in the Faculty, courses for a large number of students from other faculties and schools, and M.Sc. and Ph.D. programs for about 260 graduate students.

Candidates should have an active commitment to research in a major field of Science or Mathematics, a commitment to advancing higher education in Science, and have strong leadership and administrative abilities. Relevant administrative experience and knowledge of the Canadian educational system would be assets.

The appointment is expected to commence July 1, 1989, and normally will be for a term of five to seven years. Reappointment is possible under the University's policies.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Enquiries, applications and nominations should be forwarded to: **DR. T.P. HOGAN, ASSOCIATE VICE-PRESIDENT (ACADEMIC) AND CHAIRPERSON, ADVISORY COMMITTEE FOR THE DEAN OF SCIENCE, 208 ADMINISTRATION BUILDING, WINNIPEG, MANITOBA, CANADA R3T 2N2.**

The first review of candidates will take place after December 16, 1988.

University of Alberta
Edmonton

Assistant Professors
Family Studies

The Department of Family Studies of the University of Alberta's Faculty of Home Economics invites applications for two full-time, tenure-track positions, to be filled at the level of Assistant Professor. One position is in **Family Life Education**, and the other is in **Family Studies.** Both positions require a Ph.D. with research and teaching expertise in one or more of the following substantive areas: parent-child relationships, family strengths, family policy, and families in mid-life.

The 1988-89 salary range is $32,564. to $46,700. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Starting date: July 1, 1989. Application deadline: January 31, 1989.

Please forward a curriculum vitae and the names of three referees to:

Dr. Jason Montgomery
3-30 Assiniboia Hall
University of Alberta
Edmonton, Alberta T6G 2E7

The University of Alberta is committed to the principle of equity in employment.

University of Alberta
Edmonton

Assistant Professor
Foods and Nutrition

Applications are invited for a teaching-research position in Foods. Emphasis is on the sensory aspects of foods and their relationship to food quality.

Qualifications include a Ph.D in Foods or Food Science. Post-Doctoral research experience as well as some teaching experience is desirable. The salary range in 1988/89 for an Assistant Professor is $33,144 - $47,280.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment date is August 1, 1989, or negotiable. The closing date for applications is December 15, 1988 or when the position is filled.

Interested applicants should submit a resume, academic transcripts and three references to:

Dr. Zenia Hawrysh, Chairman
Foods and Nutrition Department
Faculty of Home Economics
University of Alberta
Edmonton, Alberta T6G 2M8

The University of Alberta is committed to the principle of equity in employment.

University of Alberta
Edmonton

C
MRC Group
M
in Protein Structure and Function
Faculty Position in Protein Chemistry

The Medical Research Council of Canada Group in Protein Structure and Function at the University of Alberta invites applications for a Faculty position in the Department of Biochemistry. Applicants should have a strong background in protein chemistry and will be expected to develop a research project that will complement and contribute to the overall research efforts in the group. Some areas currently under investigation by the Group include: chemistry and structure of contractile proteins of both muscle and non-muscle systems and the molecular mechanism by which calcium triggers muscle contraction; structure-function relationships of calcium binding proteins; mechanistic studies of seryl and aspartyl proteinases through the establishment of their high resolution X-ray structures and protein-nucleic acid interactions as represented by the Cro repressor system. Preference in the selection process will be given to those individuals who have a background in the cloning and expression of novel proteins and are interested in establishing their structure-function relationships. Representative protein systems could include: cytoskeletal proteins, receptors and signal transduction proteins. Appointments can be made at any level from Assistant to Full Professor depending upon the qualifications.

The MRC Group in Protein Structure and Function was established in 1974 and has undergone two successful renewals. The major techniques of protein chemistry are included in the armament used by the group members for the study of protein systems: hydrodynamic and spectroscopic methods, 2D nuclear magnetic resonance spectroscopy, X-ray crystallography, protein microsequencing techniques, solid-phase synthesis of peptides, recombinant DNA and protein engineering.

In accordance with Canada Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The deadline for the position is December 31. Applicants should forward *curriculum vitae*, list of publications and names of three referees as soon as possible to:

Professor C.M. Kay, or Professor L.B. Smillie
Department of Biochemistry
University of Alberta
Edmonton, Alberta, Canada
T6G 2H7

The University of Alberta is committed to the principle of equity in employment.

BIBLIOTHÈQUES.....15

d'améliorer ce que le rôle des bibliothécaires sous la direction officielle des bibliothèques et la manière dont les ordonnances de la convention collective seront respectées par l'administration des bibliothèques pendant sa durée, repose en grande partie sur le climat existant à l'intérieur de l'organisation des bibliothèques et sur le climat créé par le style de gestion du bibliothécaire en chef. Par conséquent, nous proposons que la liste de priorités de nos prochaines consultations se tiennent à : une consultation dans le processus de l'embauche des bibliothécaires en chef, une nomination pour une période déterminée semblable à celle des doyens; une nomination à un niveau facilitant son intégration à la fin de la période; bonnes conditions de travail afin d'attirer des candidats qualifiés; des évaluations régulières des bibliothécaires en chef faites par le groupe des bibliothécaires en vue de fournir des informations au niveau supérieur de l'administration de l'université; des mécanismes de contrôle strict assurant une transparence des affaires de la bibliothèque à l'intérieur de la collectivité universitaire en tant qu'entité.

Nous avons conclu notre présentation à ce groupe plein d'entrain, en rappelant à nos collègues que les conventions collectives, à ce jour, n'ont pas réussis à éliminer la triste situation décrite par Robert Moore dans son enquête sur la direction des bibliothèques. Afin d'obtenir des changements, les associations de professeurs doivent accroître leur engagement envers les membres bibliothécaires en démontrant une plus grand détermination à investir du temps, des énergies et de l'argent dans leurs négociations dans le but de sauvegarder les principes de collégialité dans le milieu des bibliothèques. Les bibliothécaires doivent pouvoir compter sur le sens de collégialité, à l'intérieur de leur propre association de professeurs s'ils espèrent jouir d'un véritable environnement de travail collégial en tant que professionnels.

THE UNIVERSITY, CORPORATIONS, AND ACADEMIC WORK, by Howard Buchbinder and Janice Newson, Garamond Press, Toronto, 1987. The university seems always to be plagued by crises. The present crisis of the university raises the question: What changes in its shape and function are currently being negotiated in response to which sociopolitical pressures? The overall effect of these changes on the academic work process has led to a marginalization of academic workers in the context of two significant structural modifications; managerial apparatus. This book makes a case for intellectuals to take the university more seriously as a workplace.

WHO'S ON TOP? THE POLITICS OF HETEROSEXUALITY, by Howard Buchbinder, Varda Burnstyn, Dinah Forbes and Mereedes Steedman, introduced by Bert Young, Garamond Press, 1987. Political dimensions of sexuality are traditionally ignored or obscured. The structural and ideological factors pertaining to sexuality and power are explored in this volume. Burnstyn and Forbes provide critical analyses of sexual politics in contemporary movements. Buchbinder examines male objectification of female sexuality as a manifestation of power whilst Steedman critiques the sex professionals who reify female sexuality and male response.

UNIVERSITY OF TORONTO

CHAIR
INSTITUTE OF CHILD STUDY
FACULTY OF EDUCATION

Applications and nominations are invited for the position of Chair of the Institute of Child Study, Faculty of Education, University of Toronto.

The Institute of Child Study comprises two post-degree diploma programs in Early Childhood Education and Child Assessment and Counselling, a nursery to grade six laboratory school, an infant centre and an active research program. The Chair is responsible for the entire operation of the Institute and its programs and reports to the Dean of the Faculty of Education.

Preferred candidates will possess a doctoral degree, have relevant field-based experience and will be prepared to promote the research program and activities of the Institute. Demonstratad scholarship is a requirement.

This is a tenure stream position with rank and salary commensurate with qualifications and experience. The appointment will commence July 1, 1989.

Applications with full curriculum vitae and the names and addresses of threa referees should be submitted by December 31, 1988 to **Dr. Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is diracted to Canadian citizens and permanent residents of Canada.

ACADEMIC APPOINTMENT IN FAMILY PRACTICE

The UBC Department of Family Practice will have two full-time faculty positions available after September 1, 1988, for staff physicians in a family practice teaching unit. Applicants must practise obstetrics and be certificants of the College of Family Physicians of Canada. Training and/or experience in family practice research an asset. Rank and salary depend upon qualifications and experience.

The University of British Columbia offers equal opportunity for employment for qualified male and female candidates.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Interested applicants please write to:

Dr. Carol Herbert
Head, Department of Family Practice
Faculty of Medicine
University of British Columbia
Room 145, James Mather Building
5804 Fairview Avenue
Vancouver, B.C.
V6T IW5

Closing date is November 30,1988 or until a suitable applicant is chosen. This position is subject to final budgetary approval.

DEAN
SCHOOL OF GRADUATE STUDIES AND RESEARCH
QUEEN'S UNIVERSITY AT KINGSTON

The University invites nominations and applications for the position of Dean of the School of Graduate Studies and Research. The appointment is for a renewable five-year term commencing July 1, 1989 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a highly varied programme of graduate studies at both the master's and doctoral level offered by faculty members in nearly a dozen faculties and schools.

The Dean reports directly to the Principal and has responsibility for the supervision of the teaching programmes, provision of research services, and the budget of the School. Since the programmes of the School extend across the University, the Dean works closely with the Vice-Principal (Research and Academic Services), the faculty deans and the heads of academic departments, centres and institutes.

The successful candidate will have had substantial administrative experience at a senior level, an outstanding record of leadership in Graduate Studies and will have demonstrated excellence in teaching, research and administration.

Applications are invited equally from female and male candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations together with the names of three referees should be submitted by December 16, 1988 to:

Dr. David C. Smith
Principal and Vice-Chancellor
Queen's University
Kingston, Canada K7L 3N6

Saint Mary's University
Dean of Science

Saint Mary's University seeks outstanding candidates for the position of Dean of Science, which will become vacant on July 1, 1989.

The Faculty of Science has a full-time teaching complement of fifty-three and an enrollment of six hundred full-time students. The faculty offers honours and major programs in seven departments, a degree and a diploma program in Engineering, and master's programs in Astronomy and Psychology.

The Faculty of Science is committed to excellance in teaching and research and the successful applicant will be expected to provide dynamic leadership in these areas. Applicants should have outstanding teaching and scholarly credentials and demonstrated academic administrative experience. They should also be qualified for a senior academic rank. Salary will be commensurate with qualifications and experience.

Applicants should, before December 15, 1988, submit a complete resume accompanied by the names, addresses and telephone numbers, of three referees to:

Joseph G. Jabbra, Ph.D
Vice President, Academic and Research
Saint Mary's University
Halifax, Nova Scotia, Canada
B3H 3C3

Saint Mary's University
Dean of Arts

Saint Mary's University seeks outstanding candidates for the position of Dean of Arts, which will become vacant on July 1, 1989.

The Faculty of Arts is the largest at Saint Mary's University with an eighty-four full-time faculty complement, 1,700 full-time and 800 part-time students. It comprises nine departments in the humanities and social sciences, and four interdisciplinary area studies and programs. It offers baccalaureate programs at the major and honours level and four master's programs in Philosophy, History, International Development Studies and Atlantic Canada Studies.

The Faculty of Arts is committed to excellence in teaching and research and the successful candidate will be expected to provide dynamic leadership in these areas. Applicants should have outstanding teaching and scholarly credentials and demonstrated academic and administrative experience. They should also be qualified for senior academic rank. Salary will be commensurate with qualifications and experience.

Applicants should, by November 30, 1988, submit a complete resume, accompanied by the names, addresses and telephone numbers of three referees to:

Joseph G. Jabbra, Ph.D.
Vice President, Academic and Research
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3

Lakehead University
A Northern Vision

CENTRE FOR NORTHERN STUDIES

FACULTY APPOINTMENTS

Lakehead University is located in Thunder Bay and serves an area from the shores of Lake Superior to the coast of Hudson Bay. The university has over 4,000 full and part time students and a regional mandate which has led to the development of a unique northern perspective. A Centre for Northern Studies has been recently established to forward both Lakehead's northern vision and regional commitment.

The Centre for Northern Studies invites applications for six tenure track positions. The successful candidates will concentrate on research activities relevant to Northwestern Ontario and will also have some teaching responsibilities. The incumbents will hold a joint appointment in an appropriate academic unit. Lakehead University has a Faculty of Arts and Science with nineteen departments and a Faculty of Professional Studies which consists of seven professional schools. The positions have been created to facilitate regional development through engaged academic endeavours. The Centre is interested in highly motivated researchers who are looking for an opportunity to make a difference.

Examples of applied research which would be relevant to regional development are: program implementation in the nonconsumptive tourism industry; sustainable utilization and population continuity of wildlife in developing areas; development of social service delivery in remote communities; regional geography; development of an economic base in isolated communities; resolution of labour-management issues; technological development in the pulp and paper industry and development of a primary health care program for isolated regions. Applicants with research interests in all areas of applied northern studies are encouraged to apply. The incumbents will assist in the establishment of appropriate undergraduate and graduate academic programs in northern studies, and participate in other Centre activities.

Rank and salary will be dependent upon qualifications and experience. The preferred starting date is January 1st, 1989 or as soon as possible. For further information, contact Dr. Paul Watts, Director, Centre for Northern Studies. Applications along with the names of three referees should be sent to:

Professor Geoffrey R. Weller Vice-President (Academic)
Lakehead University
955 Oliver Road
THUNDER BAY, Ontario
P7B 5E1

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

AN EQUAL OPPORTUNITY EMPLOYER

University of Alberta
Edmonton

Assistant/Associate Professor
Faculty of Dentistry

Applications are invited for a full-time tenure-stream academic position in the Division of Endodontics, Department of Restorative Dentistry. The position will be effective January 1, 1989. Activities include research and teaching undergraduate students. An applicant should be eligible for licensure in the province of Alberta as a specialist in Endodontics. Rank and salary are commensurate with education and experience of an Assistant Professor ($33,144 -$47,280) or Associate Professor ($41,390 - $59,534). Intramural private practice facilities are available.

In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send application, including curriculum vitae and the names of three referees, no later than November 30, 1988 to:

Dr. K.W. Hinkelman, Chairman
Department of Restorative Dentistry
University of Alberta
Edmonton, Alberta T6G 2N8

The University of Alberta is committed to the principle of equity in employment.

University of Windsor

The University of Windsor invites applications and nominations for the position of

DEAN OF ENGINEERING

The Faculty of Engineering is organized into 4 departments (Civil and Environmental Engineering, Electrical Engineering, Industrial Engineering, and Mechanical Engineering). There are 45 full-time faculty members who conduct vigorous research programs. The Faculty also participates in the interdisciplinary Great Lakes and Fluid Dynamics Research Institutes. There are 80 graduate students in M.A.Sc. and Ph.D. programs, in addition to about 500 undergraduate students. The Faculty offers Co-operative undergreduate programs in three Departments (Civil and Environmental, Industrial, and Mechanical).

The Dean reports directly to the Vice-President — Academic. The Dean is expected to have the administrative skills to provide strong leadership in teaching and research. Demonstrated ability in attracting research funding, liaison with industry, government and granting agencies is also expected.

Candidates should have a record of achievement in teaching and scholarly activity that would entitle them to senior academic rank.

The appointment is for five (5) years, renewable, beginning July 1, 1989.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants.

Consideration of candidates will begin on November 30, 1988. Nominations and applications, with a curriculum vitae and the names and addresses of 3 referees, as well as any requests for further information should be sent to:

Dr. J.A. McCorquodale
Chairman, Decanal Search Committee
Faculty of Engineering
UNIVERSITY OF WINDSOR
Windsor, Ontario N9B 3P4

Des annonces non sexistes

Le Comité de direction de l'ACPU a adopté comme politique de ne pas accepter la publication dans le Bulletin d'annonces utilisant un langage sexiste à moins que la législation sur les droits de la personne ne le permette.

YORK UNIVERSITÉ
UNIVERSITY

Faculty of Administrative Studies
Economics

The Economics Area of the Faculty of Administrative Studies anticipates at least one tenure track position at the assistant, associate or full professor level starting July 1989. Contractually limited positions may also be available. In all cases, rank and salary will be commensurate with qualifications and experience. Scholarship of high quality, excellence in teaching and an orientation toward the application of economics to management decision-making and public policy are desired. Applicants should have a PhD (or expected in 1989). International economics is the preferred specialization, but candidates interested in international aspects of other fields of specialization will be considered. Teaching will be chiefly at the MBA and GSA levels with some opportunity to participate in PhD level supervision in economics and international business. The successful candidate(s) may have an opportunity to take an active role in the work of the Ontario Centre for International Business, which is being established jointly by York University (headquarters), the University of Toronto and Wilfrid Laurier University. The Centre will engage in research, teaching, executive development and serve in an advisory capacity to business, government and labor. These positions are subject to budget approval and are open until filled. Applications with curriculum vitae and the names of three references should be sent to:

Professor Gerhard M. Wolf
Area Coordinator in Economics
Faculty of Administrative Studies
York University
4700 Keele St.
North York, Ontario
Canada M3J 1P3

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

FACULTY OF EDUCATION

UNIVERSITY OF TORONTO

Applications are invited for a tenure stream position in **Educational Leadership** with a particular focus on the issue of gender as it relates to leadership.

Preferred candidates will possess a doctoral degree and a background which includes research and development experience in the leadership area. Substantial experience in leadership training is important. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1989 or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by December 31, 1988 to **Dr. Michael Fullan, Deen, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to provostial approval.

DEAN
FACULTY OF ARTS AND SCIENCE
QUEEN'S UNIVERSITY AT KINGSTON

The University invites nominations and applications for the position of Dean of the Faculty of Arts and Science. The appointment is for a renewable five-year term commencing July 1, 1989 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a diverse group of academic departments which include nearly 500 faculty members and more than 6000 students in a wide range of programmes. The Dean is assisted by three Associate Deans; together with the heads of departments, they are responsible for academic planning and development in the faculty.

The Dean reports directly to the Principal and has responsibility for the supervision of the teaching programmes, research activities, budget and staffing of the Faculty. As the administrative head of the largest academic unit in the University, the Dean will be closely involved in wider University affairs.

The successful candidate will have had substantial administrative experience at a senior level, an outstanding record of leadership in Arts and Science and will have demonstrated excellence in teaching, research and administration.

Applications are invited equally from female and male candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations together with the names of three referees should be submitted by December 10, 1988 to:

Dr. David C. Smith
Principal and Vice-Chancellor
Queen's University
Kingston, Canada K7L 3N6

Positions Available / Postes vacants

ACCOUNTANCY
UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1989 or by arrangement. Appointments available until positions filled. Send resumes to Dr. J.R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

AGRICULTURAL ENGINEERING
UNIVERSITY OF MANITOBA. Agricultural Engineering. Applications are invited for a tenure-track assistant professor or associate professor. Preference will be given to applicants with a specialization in the areas of Food Process Engineering or Soil and Water Engineering but applications from specialists from a wide range of interest areas are welcome. Duallifications include a Ph.D. in Agricultural Engineering or related discipline, a commitment to undergraduate and postgraduate teaching, and potential for developing a strong externally sponsored research program. Applications should include a resume, statement of teaching and research interests and names of three referees. The position is available July 1, 1989. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications should be sent by February 1, 1989 to: Dr. N. Ross Bulley, Head, Department of Agricultural Engineering, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

ANATOMY
DALHOUSIE UNIVERSITY. The Department of Anatomy at Dalhousie University has tenure-track positions for two Assistant Professors commencing July 1st, 1989. Candidates must have a Ph.D., M.D. or D.D.S. and have undertaken postdoctoral training. One position requires an ability to teach Histology and Embryology and the second requires an ability to teach Gross Anatomy and Neuroanatomy. Applications are encouraged from researchers in the following areas: 1) Molecular Biology, 2) Developmental Neurobiology, 3) Neuroanatomy, 4) Neuroendocrinology, 5) Retinal Cell Biology and 6) Evolutionary Biology. While both positions have guaranteed University funding, each successful applicant will be expected to apply to the Medical Research Council of Canada for Scholarship support. Applications should include a curriculum vitae, representative reprints, summary of present research activities, outline of future research directions and the names of three referees. Please apply to Dr. D.G. Gwyn, Professor and Head, Department of Anatomy, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7 by January 1st, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women staff.
DALHOUSIE UNIVERSITY. The Department of Anatomy at Dalhousie University has an opening for an Instructor to be filled at 50% of full-time. The initial appointment will be on a three-year probationary basis, commencing August 1st, 1989. Duties will include: teaching Gross Anatomy to Medical, Dental, Health Professional and Arts & Science students. A Bachelor's degree with training in Gross Anatomy plus two years professional or teaching experience are the minimum qualifications for this positon. The present salary range for this position is $11,728. to a maximum of $16,428. subject to adjustment in the next budget year. Interested applicants should apply in writing to Dr. D.G. Gwyn, Professor and Head, Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, B3H 4H7 by January 1st, 1989. Applicants should include a curriculum vitae and the names of three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women staff.
QUEEN'S UNIVERSITY. Faculty Position - Anatomy. Applications are invited for a tenure-track position as an Assistant Professor of Anatomy. Minimum requirements are: (1) a Ph.D. degree in Anatomy or Neuroscience and/or M.D. or D.D.S. degree, (2) at least 3 years of postdoctoral research and three years teaching experience in Neuroanatomy, (3) a strong independent research program in Neuroscience preferably in the field of Neural control of posture in animal models and (4) experience in supervision of graduate students. Candidates should arrange to have a copy of their curriculum vitae and 3 letters of recommendation sent to: Dr. M.G. Jonoja, Professor and Head, Department of Anatomy, Faculty of Medicine, Queen's University, Kingston, Ontario, Canada K7L 3N6. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Persons of both sexes are encouraged to apply. Deadline for receipt of applications and letters of recommendation is November 30, 1988.

ANTHROPOLOGY
DALHOUSIE UNIVERSITY. The Department of Sociology and Social Anthropology of Dalhousie University invites applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 1989 subject to budgetary approval. We are seeking candidates with interests in the area of work, industry and development or human justice and social disorder. Ability to teach family and kinship would be an asset. Applicants should hold a Ph.D. in Sociology or Anthropology. Application, current curriculum vitae and the names of at least three referees should be sent to Dr. Victor Thiessen, Chairperson, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2. Applications will be accepted until January 1, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.
McGILL UNIVERSITY, Department of Anthropology, seeks a senior cultural anthropologist specializing in symbolic, linguistic, and ideological aspects of social process and change, with demonstrated achievement at the highest professional level in both theory construction and ethnographic research, to be appointed at the rank of full professor. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. This competition closes on 5 January 1989. Please write, enclosing a c.v. and names and addresses of referees, to Philip Carl Salzman, Chairman, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7.
UNIVERSITY OF TORONTO. Linguistic Anthropologist. Applications are invited for a tenure stream appointment at the Assistant Professor level at the University of Toronto, St. George campus. The successful candidate must have a Ph.D. and demonstrated competence in the anthropological aspects of language and language use, such as ethnography of communication, language in popular culture, oral literature, or semiotics. Duties include undergraduate and graduate teaching and supervision. Effective date of appointment: July 1, 1989. Applications should be sent to Professor S. Nagata, Chair, Department of Anthropology, Sidney Smith Hall, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 1A1, and include a curriculum vitae, copies of relevant publications and the names and addresses of 3 referees. Application deadline: January 15, 1989. In accordance with Canadian Immigration requirements, first consideration will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both men and women to apply for this position.

BIOCHEMISTRY
McGILL UNIVERSITY. A Postdoctoral position is available to study membrane remodelling during reticulocyte maturation in vitro. The position is available for three years and the salary starts at $20,000. The applicant should hold a Ph.D. degree in Biochemistry or Cell Biology or be familiar with basic cell physiology and biochemistry. Address applications with CV and names of two referees to R.M. Johnstone, Professor and Chairman, McGill University, Biochemistry Department, McIntyre Medical Sciences Bldg., 3655 Drummond Street, Room 802, Montreal, Quebec, H3G 1Y6.
UNIVERSITY OF TORONTO. Chair, Department of Biochemistry. Applications are now being accepted for the position of Professor and Chair of the Department of Biochemistry, Faculty of Medicine, University of Toronto. The University's goal is to attain the highest criteria of academic accomplishment and recognized International standing. A current high priority for the Department is protein structure and function. Candidates should have an M.D. or Ph.D. degree with an established record of high achievement in research in this discipline, as well as proven administrative skills. Duties are to provide innovative exemplary academic leadership in research and teaching, and to be responsible for overall administration of a large Department. Salary to be negotiated. The University of Toronto encourages both men and women to apply for positions. This position is to be filled by July 1, 1989. Applications should be sent to Dr. John H. Dirks, Dean, Faculty of Medicine, University of Toronto, Room 2109, Medical Sciences Building, Toronto, Ont., M5S 1A8. Applications should be submitted before January 31, 1989. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY & MICROBIOLOGY
UNIVERSITY OF VICTORIA. Plant Biochemistry. Applications are being sought for a tenure-track research and teaching position in Plant Biochemistry. This position is one of several new positions in a newly formed research and graduate program in Forest Biology. The appointment will be made at the Assistant Professor level. Applicants with expertise in the molecular aspects of plant biochemistry with an interest in molecular biology and its application to forest biology will be given priority. The successful applicant will contribute to undergraduate teaching in the Department of Biochemistry and Microbiology and graduate teaching in Forest Biology. The appointee will be expected to develop an independent research program and to integrate research with other members of the Forest Biology Program. The research program may also encompass other areas of plant biochemistry and molecular biology. Applicants must have a Ph.D. and a minimum of two years postdoctoral experience. The appointment starts on July 1, 1989 and will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Applications including a curriculum vitae, a summary of future research interests, and the names and addresses of three referees should be submitted directly to: Dr. W.W. Kay, Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Deadline for applications is February 1, 1989.
UNIVERSITY OF VICTORIA. Junior Biotechnology Chair. The Department of Biochemistry and Microbiology invites applications for a full-time, tenure-track appointment at the Assistant Professor level which will complement a Senior Biotechnology Chair to be established in the area of protein engineering, enzyme mimetics and biosensors. Funding for the position is pending successful negotiation with NSERC. Applicants must have a Ph.D. and a minimum of two years postdoctoral experience and have demonstrated research competence in protein chemistry, protein engineering, enzymology, immunochemistry or physical biochemistry. The tentative starting date is July 1, 1989. The appointment will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Applicants should send curriculum vitae, a summary of research interests, and the names and addresses of three referees to: Dr. W.W. Kay, Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Deadline for applications is February 1, 1989.
UNIVERSITY OF VICTORIA. Biochemistry/Cell Biology. The Department of Biochemistry and Microbiology invites applications for a full-time, tenure-track appointment at the Assistant Professor level. Applicants must have a Ph D. and a minimum of two years postdoctoral experience. Biochemical or molecular biology expertise will be sought in any of the general areas of eucaryote metabolism, enzymology, hormones, signal transduction, cancer and anticancer genes, molecular virology, physical biochemistry, molecular immunology, or protein engineering. The successful applicant will be expected to establish an independent research program and to teach. Some priority will be given to applicants predisposed to integrate research interests with those of other Department members. The appointment starts on July 1, 1989 and will be made in accordance with Canadian Immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Applicants should send curriculum vitae, a summary of research interests, and the names and addresses of three referees to: Dr. W.W. Kay, Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Deadline for applications is February 1, 1989.

BIOLOGICAL SCIENCES
UNIVERSITY OF GUELPH. Postdoctoral Positions: Molecular Biology and Genetics. Available for studies on i) ribosome biogenesis and transcriptional regulation in eucaryotic systems, ii) role of mRNP particles in gene expression during differentiation. Teaching opportunities available. The University of Guelph is committed to Employment Equity. Please send curriculum vitae and names of three referees to: Professor Bruce H. Sells, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

BIOLOGY
CONCORDIA UNIVERSITY, Department of Biology, invites applicants for a tenure track position, in Molecular Biology with a preference for candidates in Plant Molecular Biology, at the Assistant Professor Level. The successful candidate will have had at least two years of post-doctoral experience and will be expected to develop an independent research program. Duties will include developing a course in biotechnology, participation in undergraduate and graduate teaching and supervision of graduate students. Applications are considered until the position is filled, and appointment will be effective Sept. 1989. Interested candidates should send their Curriculum Vitae, a brief description of their research interests and the names and addresses of three referees to Dr. E.J. Maly, Chairman, Biology Department, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec H3G 1M8. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.
McMASTER UNIVERSITY. The Department of Biology, McMaster University seeks candidates to fill three tenure-track positions. 1) Plant molecular geneticist specializing in the area of chromosome and/or genome evolution. 2) Microbiologist familiar with molecular techniques, and preferably working with prokaryotic organisms. 3) Developmental geneticist. Candidates will be expected to establish an active independent research program, and participate enthusiastically in undergraduate and graduate teaching. Applicants should have a Ph.D., postdoctoral experience, and demonstrated research productivity. Candidates should submit a curriculum vitae, a summary of research plans, and the names of three referees to Dr. S.F.H. Threlkeld, Chairman, Department of Biology, McMaster University, Hamilton, Ontario, Canada to apply. Deadline for applications is February 1, 1989.

CAUT expects that all positions advertised in the *Bulletin* are open to both men and women.

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L'ACPU s'attend à ce que tous les postes annoncés dans les *Bulletin* soient offerts aux hommes et aux femmes.

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que la Conseil recommende explicitement aux membres da ne pas accepter da poste dans l'une de ces universités.

CAUT/Group Insurance

CAUT members are entitled to apply for these low-cost plans:
1. **LIFE INSURANCE** up to $300,000.
2. **PERSONAL ACCIDENT INSURANCE** ($100,000).
3. **FAMILY LIFE INSURANCE** for spouses and children of members.
4. **PROFESSIONAL PROPERTY INSURANCE** books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

Pour obtenir des détails complets, brochures, formules d'adhésion, tableaux des primes, etc. postez le coupon à:

KANATIA

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L8S 4K1. Applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McMaster University has a policy of affirmative action with respect to the employment of women faculty. The positions are subject to budgetary approval.

McGILL UNIVERSITY. Postdoclorat Fellow - Fisheries/Physical Oceanography. A postdoctoral position is available immediately in the Department of Biology at McGill University to work, in conjunction with scientists at the Bedford Institute of Oceanography (Dartmouth, N.S.), and NAFC (St. John's, Nfld.), on the Grand Bank of Newfoundland. The study involves the analysis and interpretation of adult and larval fish data, and moored and survey physical oceanographic measurements taken in 1985-88; participation in a continued field program in 1989; and the development of simple models for atmospheric-oceanographic-biological interactions. The nature of this work will require that the incumbent spend some time at the Bedford Institute of Oceanography each year. Forward V, representative reprints, and names, addresses, and phone numbers of at least three potential referees to: Dr. W.C. Leggett, Room 211, Dawson Hall, McGill University, 853 Sherbrooke Strael West, Montreal, Quebec H3A 2T6.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Applications are invited for two tenure-track positions in Biology at the Assistant Professor level, for 1989-1990, subject to budgetary considerations. Candidate must have a PhD in biology and some teaching experience. The primary responsibility of one candidate will be to teach an upper year course in marine botany, and two of cell and molecular biology/ microbiology/ genetics/ biochemistry at the second year level. Research interests in Marine botany preferred. The second appointee will be required to teach two of cell and molecular biology/ microbiology/ genetics/ biochemistry, at the second year level, and an upper year course in the area of the candidate's specialization. The area of research interest for this position is open. Applicants able to teach different combinations of these areas (but not different subjects) will also be considered. Appointees will be expected to commence duties on or about July 1, 1989. Applications with curriculum vitae and names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

BUSINESS

CARLETON UNIVERSITY. School of Business. Management of Technolngy. Subject to budgetary approval, the School of Business will be making two appointments in management of technology at the rank of Associate or Full Professor effective July 1, 1989. Qualified individuals will have an established record of research grants and publications. Experience in teaching and research supervision at the doctoral level is required. Industrial experience would be an asset. Letter of application, curriculum vitae, names and addresses of three referees should be sent to J.R. Callahan, Director, School of Business, Carleton University, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These positions are open to both men and women. Closing date for receipt of applications is January 15, 1989.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS. The Division of Administration invites applications for tenure track positions in: Financial Accounting, Marketing, Management Information Systems to commence July 1, 1989. Rank and salary will be commensurate with qualifications and experience. Qualifications required include a PhD or equivalent. Candidates with lesser qualifications may be considered for a term appointment. Applications will be accepted until the positions are filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY. The Faculty of Business Administration, Simon Fraser University, Invites applications for tenure-track appointments in 1. Management Information systems; 2. Business Strategy; 3. Business Finance; 4. Marketing; end 5. Industrial Relations. Rank: Assistant or Associate. Successful candidates must have strong research and teaching abilities for both undergraduate and graduate courses. Ph.D. in hand or near completion. Be prepared to actively participate in the development of the Faculty. Start date - September 1989 or at a mutually agreed time. Candidates eligible for employment in Canada at time of application are preferred. All positions are subject to budgetary approval. Send curriculum vitae and names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

CONCORDIA UNIVERSITY. The Department of Finance at Concordia University invites applications for tenure-track and visiting positions at the rank of Assistant, Associate and Full Professors. All areas of Finance will be considered. Teaching at undergraduate, MBA, M.Sc. and doctoral levels. Very strong research orientation. Terminal degrees for all ranks. Will consider advanced ABDs at Assistant Professor rank. Higher ranks require demonstrated evidence of research productivity. Faculty involvement in executive development programmes and cooperative programmes with industry are encouraged. Opportunity to join a highly productive and innovative Faculty Salary and benefits very competitive. Applications are also invited for limited-term appointments at the rank of Lecturer. At least an MBA with relevant work experience is required. In accordance with the Canadian Immigration regulations this advertisement is directed at Canadian citizens, Landed Immigrants and persons otherwise qualified to work in Canada. Please contact M. Anvari, Ph.D., Professor and Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, Montreal, Quebec, H3G 1M8; (514) 848-2790 or 848-2789.

WILFRID LAURIER UNIVERSITY. School of Business & Economics. Applications are invited for teaching positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1989-90 academic year. Qualifications: Lecturer up to Full Professor. Duties: Undergraduate and/or graduate teaching. Applications accepted until positions are filled. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

McMASTER UNIVERSITY, Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Information Systems; (iv) Production/Operations Science; (v) Human Resources and Labour Relations. Rank of Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. All positions subject to budgetary approval. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON, Faculty of Administration invites applications in: Accounting, Finance, Human Resource Management, Marketing, Management Information Systems, Organizational Theory and Business and Society, Quantitative Methods. Qualification for tenure track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an MBA degree. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1989 or January 1, 1990 as convenient. Successful candidates will teach in BBA, MBA and MPA programs and carry out research in their disciplines. Salary le competitive at all ranks. (Some positions are subject to budgetary allocation). Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

QUEEN'S UNIVERSITY. School of Business. Applications are invited for tenure-track positions in Accounting(2), Marketing(1), Finance(1), and MIS(1). Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching can be at the B.Com., M.B.A., and Ph.D. levels. The funding availability of positions is subject to budgetary approval. Applications will be accepted until positions are filled but should be submitted by December 31, 1988. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three references to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

CHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA. The Department of Chemistry, University of British Columbia, invites applications for a tenure-track assistant professorship in organic chemistry, starting July 1, 1989. Preference will be given to candidates in biological chemistry or physical organic chemistry; however, outstanding candidates in related areas of organic chemistry will be considered. A Ph.D. and postdoctoral experience are required. The salary will be commensurate with education and experience. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. The position is subject to final budgetary approval and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications consisting of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references should be sent to: Larry Weiler, Professor and Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, British Columbia, Canada, V6T 1Y6. Closing date for applications will be January 15, 1989.

UNIVERSITY OF WESTERN ONTARIO, Department of Chemistry. Applications are invited from suitably qualified candidates for a Post-doctoral Fellowship/Research Associateship in Solid-state Polymer Chemistry and Electrochemistry, which is available immediately. The research will involve the preparation of suitable ion-conducting polymers and of insertion electrodes, the assembly of batteries under anaerobic (dry box) conditions, measurement of battery characteristics, and impedance measurements on battery components. Send curriculum vitae, and ask two or three referees to send letters of recommendation on you behalf, to Professor P.W.M. Jacobs or Professor J.W. Lorimer, Department of Chemistry, University of Western Ontario, London, Ontario, Canada, N6A 5B7. FAX (519) 661-3022. Electronic mail: A414@UWOCC1.CA or LORIMER@UWOVAX.CA. This advertisement is directed to Canadian citizens and permanent residents, but in the event of no such suitable candidate, consideration will be given to persons of any nationality.

UNIVERSITY OF MANITOBA. The Department of Chemistry, University of Manitoba invites applicants for e tenure track oppointment at the Assistant Professor level. Applicants must possess a Ph.D. and post-Doctoral, University teaching or industrial experience. Any area of research or teaching experience will be considered, but emphasis is directed towards applicants with expertise in the area of Analytical Chemistry. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Both women and men are encouraged to apply. The appointment will be effective July 1, 1989 and salary will be dependent on qualifications and experience. Send application, including curriculum vitae and three professional referees to: Dr. J.C. Jamieson, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Applications will be received until January 3, 1989.

CLASSICS

UNIVERSITY OF SASKATCHEWAN. Classics. Applications are invited for a tenure-track appointment in Classics at the assistant professor level, beginning 1 July 1989. Specialization in the Greek historians is desired, but applicants with other interests will be considered. The successful applicant will teach undergreduate courses in Greek, Latin, Classics in translation, and supervise graduate students to the M.A. level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send letter of application, c.v., and the names of three referees who are sending letters in support of your candidacy to N. McCloskey, Head, Department of Classics, University of Saskatchewan, Saskatoon, SK, S7N 0W0.

UNIVERSITY OF WATERLOO. Assistant Professor in Classical Studies. Applications are being accepted for a tenure-track faculty position at the level of Assistant Professor. Qualifications include e Ph.D. in the area of Greek history and a demonstrated commitment to research. Experience in teaching civilization courses would be an esset. Duties will include undergraduate teaching in Greek/Latin and in translation, both in the normal mode and by correspondence. Salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent directly to: Dr. R.L. Fowler, Chalman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Effective date of this appointment is July 1, 1989. Closing date for receipt of applications will be when filled. Applications from women candidates are particularly welcome. An Employment Equity Employer.

COMPUTER SCIENCE

MOUNT ALLISON UNIVERSITY. Department of Mathematics and Computer Science. Applications are invited for several one-year replacement positions at the rank of Assistant Professor. Applicants should hold e Ph.D., or Ph.D. near completion, in Computer Science, Mathematics, or Statistics. Duties include undergraduate teaching in both computer science and mathematics and research in either. Computing facilities include an IBM S/370 Model 4361 and clusters of microcomputers (on site) and access to an IBM S/370 Model 3090D (with vector facility). The 1987-88 salary range for this rank is $28,689 to $41,300. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is March 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

MOUNT ALLISON UNIVERSITY. Department of Mathematics and Computer Science. Applications are invited for a tenure-track position at the rank of Assistant Professor, commencing July 1, 1989. Applicants should hold a Ph.D. in Computer Science, Mathematics, or Statistics. Duties include undergraduate teaching in both computer science and mathematics and research in either. Computing facilities include an IBM S/370 Model 4361 and clusters of microcomputers (on site) and access to an IBM S/370 Model 3090D (with vector facility). The 1987-88 salary range for this rank is $28,689 to $41,300. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is January 20, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

DALHOUSIE UNIVERSITY. Computing Science Division. The Computing Science Division invites applications for a tenure-track faculty position at the Assistant Professor level. A more senior appointment may be made, subject to budgetary approval. A Ph.D. in Computing Science or a related discipline is required. Preference will be given to candidates with evidence of strong research and teaching capabilities or potential. All research areas will be considered. The Computing Science Division consists of 10 full-time faculty positions and is an autonomous unit within a strong Department of Mathematics, Statistics and Computing Science. The Division offers both graduate and undergraduate programmes in Computing Science and has an active co-op programme. The Department operates its own SUN 4/280 for research purposes and is ethernetted to other computing facilities on campus as well as to the University's VAX 8800, through which it is networked to computing facilities at other Halifax universities. Send a curriculum vitae and the names of three references to the Director, Computing Science Division, Chase Building, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. Dalhousie University has an effirmative action policy with respect to the employment of women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, Division of Mathematics, Engineering and Computer Science. Applications are invited for a tenure track position in Computer Science starting January 1, 1989. Candidates should have e PhD in Computer Science or related field or demonstrated equivalent achievement in education and research. Those with lesser qualifications (M.Sc.) may be considered for appointment at the lecturer rank. Preference will be given to those with expertise in the areas of data analysis, data management, pattern recognition or programming languages Responsibilities include teaching at the undergraduate level and research. Salary and rank commensurate with qualifications and experience. The availability of the position is subject to budgetary approval. Send Curriculum Vitae and the names of three references to Dr. P. McGahen, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian Citizens and permanent residents.

UNIVERSITY OF WATERLOO. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The Department and twelve computer research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The government of the Province of Ontario has awarded a five-year (renewable) Centre of Excellence in Information Technology that provides funding for basic and applied research in computer science to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment or potential in the areas of artificial intelligence or hardware and software systems. Salary is commensurate with experience. Applications from women candidates and recent Ph.D. graduates are particularly welcome. Inquiries should include e curriculum vitae and the names of three references and should be directed to the chairman: Prof. J.A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; brzozo@water.waterloo.edu. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Employment Equity Employer.

ECONOMICS

CONCORDIA UNIVERSITY. Economics Department. Applications are invited for the position of Economics Chairperson and Professor of Economics, effective June 1, 1989. Applicants must have academic distinction eligible for appointment as Associate or Full Professor with tenure, and demonstrated administrative, leadership and research abilities. The appointment, es Chairperson, is initially for three years but may be extended by mutual agreement. Candidates with specialization in micro, macro, econometrics and economic theory are especially encouraged to apply although other fields of interest will be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants are asked to submit curriculum vitae and names of three referees by December 1, 1988 to: Dr. C.L. Bertrand, Dean, Arts and Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8, Canada.

BISHOP'S UNIVERSITY. The Department of Economics, Bishop's University, invites applications for e probationary tenure-stream appointment at the Assistant Professor level (subject to budgetary approval) commencing July 1st, 1989. Candidates are expected to have a Ph.D. degree in Economics, and preferably to have had some previous teaching experience at the university level. The successful candidate will be expected to teach three undergraduate courses per semester from among the following areas: International Microeconomics and Macroeconomics, Introductory Economics, Industriel Organization, Money and Banking, and Labour Economics. The salary range is $32,712 to $46,778. Please arrange for your application, curriculum vitae, and three letters of reference to be sent to: Dr. Anson de Mars, Associate Dean, Division of Social Sciences, Bishop's University, Lennoxville, Québec, J1M 1Z7. In accordence with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. Economics. Position: Two positions at the Lecturer/Assistant Professor Level. Tenure Track (subject to budgetary approval). Commencing July 1, 1989. Qualifications: Ph.D. (or near completion). Duties: Candidates must be able to teach graduate economic theory. One of the positions is to be filled by a candidate who has e background in the "institutional area". The other position is to be filled, preferably, by a candidate whose research interests lie in the macroeconomic area. Salary: Competitive and commensurate with qualifications and experience. Send applications and curriculum vitae to: Dean D. de Villeger, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for application: March 31, 1989 or until positions are filled. This advertisement is directed in the first instance to Canadian citizens and landed immigrants in Canada.

CONCORDIA UNIVERSITY, Department of Economics. Subject to budgetary approval, applications are invited for an appointment beginning either January 1 or June 1, 1989. Strong candidates in all fields will be considered. Particular interest in International Economics. Candidates with a Ph.D. (or expected in 1989) will be appointed as Assistant Professor (or initially as Lecturer). Duties include undergraduate and graduate teaching and significant involvement in research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, including curriculum vitae and the names of three referees to: Dr. Ian Irvine, Chairman, Department of Economics, Concordia University, 1455 Boulevard de Maisonneuve W., Montreal, Quebec, H3G 1M8.

THE UNIVERSITY OF ALBERTA, Department of Economics, has an opening for a tenure-track appointment in the area of Asia-Pacific economics, commencing July 1, 1989 (preferably). Rank is Assistant or Associate Professor. The position is open to the best candidate available with knowledge and teaching/research interests in (e) the Chinese Economy (b) the Japanese Economy (c) Canadian Economic Relations with the Pacific Rim, and/or (d) International/development economics as they pertain to the Asia-Pacific region. Duties include teaching (undergraduate and graduate) and research. Entry level applicants are expected to have a Ph.D. (or be close to completion) and display promise of quality teaching and research. Demonstrated research productivity and teaching ability is required for higher salary and rank. Salary and benefits are competitive and commensurate with qualifications. The position is open to qualified applicants of any nationality. The University of Alberta is committed to the principle of equity in employment. Send applications (including complete curriculum vitae, graduate transcripts, and names of three references who are sending confidential letters of assessment) to Dr. Melville L. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, Canada T6G 2H4, by December 31, 1988.

WILFRID LAURIER UNIVERSITY. Department of Economics. Limited term position. January 1, 1989 to June 30, 1989. Duties include teaching three one-term courses at the undergraduate level. Teaching experience desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three references should be sent to Dr. Frank Millerd, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

WILFRID LAURIER UNIVERSITY. Department of Economics. Limited term position. **Ph.D.**, or near Ph.D., preferably with some teaching experience and publications. Duties include teaching of the undergraduate level and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants are asked to submit curriculum vitae and names of three referees by December 1, 1988 to: Dr. C.L. Bertrand, Dean, Arts and Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8, Canada, effective June 1, 1989.

BISHOP'S UNIVERSITY. The Department of Economics, Bishop's University, invites applications for e probationary tenure-stream appointment at the Assistant Professor level (subject to budgetary approval) commencing July 1st, 1989. Candidates are expected to have a Ph.D. degree in Economics, and preferably to have had some previous teaching experience at the university level. The successful candidate will be expected to teach three undergraduate courses per semester from among the following areas: International Microeconomics and Macroeconomics, Introductory Economics, Industriel Organization, Money and Banking, and Labour Economics. The salary range is $32,712 to $46,778. Please arrange for your application, curriculum vitae, and three letters of reference to be sent to: Dr. Anson de Mars, Associate Dean, Division of Social Sciences, Bishop's University, Lennoxville, Québec, J1M 1Z7. In accordence with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA, Department of Economics, has an opening for a tenure-track appointment at the Assistant Professor level, commencing July 1, 1989, subject to budget conditions. The position is open to candidates in all fields, but, given comparable candidates, particular attention will be paid to applicants with specialization either in economic development or in energy and/or natural resources. Ph.D. should be completed or imminent. Relevant teaching and research experience are both important, and clear indications of considerable promise in both areas are expected. Salary commensurate with qualifications and competitive with other Canadian institutions. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three referees who are sending confidential letters of assessment) to Melville L. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by January 31, 1989.

EDUCATION

THE UNIVERSITY OF MANITOBA, Faculty of Education. The Faculty of Education Invites applications for a tenure track appointment at the Associate Professor rank in the area of Elementary Mathematice Education in the Department of Curriculum: Mathematics and Natural Sciences. Qualifications: Doctorate, and successful teaching experience in schools. Elementary school and university teaching experience

and a record of scholarship are desirable assets. Responsibilities include teaching undergraduate and graduate courses, supervision of practica, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service activities. Salary is commensurate with qualifications and experience. Applications for this position will be accepted until February 28, 1989. Employment date: July 1, 1989. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to send a complete curriculum vitae and names and addresses of three references to Dr. O. Harvey, Head, Department of Curriculum: Mathematics and Natural Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. The Department of Sociology in Education at the Ontario Institute for Studies in Education has a senior tenure-track position (Associate or Full Professor level) for a sociologist in feminist studies with preference given to a candidate with a demonstrated scholarly interest in Gender and Education. The successful candidate must have a Ph.D. and will be expected to provide evidence of a substantial research program with significant scholarly publications and recognition as a leading scholar in the field. Evidence of successful graduate-level teaching and thesis supervision experience is highly desirable. The position is available July 1, 1989 or as can be arranged. Applications with an up-to-date curriculum vitae and the names of three or more referees should be submitted by December 15, 1988 to: Dr. Malcolm Levin, Assistant Director (Academic), Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6. This advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION invites applications for two tenure-track faculty positions in its Curriculum department. OISE is a graduate institute with research, field development and graduate studies programs leading to masters and doctoral degrees. It is affiliated with the University of Toronto and all instructors must be appointable to the University's School of Graduate Studies. Experience with elementary and/or secondary school curriculum is highly desirable, especially in the following areas: Science, Mathematics, Social Studies. We intend to make appointments in two of the above areas. Candidates should be established scholars with an earned doctorate and a record of research and refereed publications in one or more of the following areas: curriculum development, implementation and evaluation; critical analysis of curriculum and curricular materials; teacher education and development; teaching/learning strategies — e.g. cooperative learning. Rank is open depending on qualifications. The positions are available July 1, 1989. Applications, including an up-to-date curriculum vitae and the names of three or more referees, should be submitted by December 1, 1988 to: Dr. Malcolm Levin, Assistant Director (Academic), Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6. This advertisement is directed to Canadian citizens and permanent residents. The appointments are subject to final budgetary approval.

CONCORDIA UNIVERSITY's Graduate Program in Educational Technology invites applications for a tenure track position at the level of assistant professor. Candidates are expected to have research capability in one of the following areas of priority: Computer-aided learning, distance education, intelligent tutoring systems, expert systems in education, cognitive science, interactive video, and evaluation. The successful candidate will teach courses, supervise educational technology internships, and direct M.A. and Ph.D. (educational technology) theses. Applications should include a curriculum vitae, brief statement of research objectives, selected reprints of papers and the names of three referees. Documents should be sent to: Dr. Robert M. Bernard, Director, Graduate Programs in Educational Technology, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, (Quebec), Canada, H3G 1M8. Deadline: January 15, 1989. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY's Graduate Program in Educational Technology invites applications for a visiting professor position. Candidates are expected to have research capability in one of the following areas of priority: Computer-aided learning, distance education, intelligent tutoring systems, expert systems in education, cognitive science, interactive video, and evaluation. The successful candidate will teach courses, coordinate research activities, and conduct occasional seminars. Salary and rank commensurate with qualifications. Applications should include a curriculum vitae, brief statement of research objectives, selected reprints of papers and the names of three referees. Documents should be sent to: Dr. Robert M. Bernard, Director, Graduate Programs in Educational Technology, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, (Quebec), Canada, H3G 1M8. Deadline: January 15, 1989. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

SAINT FRANCIS XAVIER UNIVERSITY. Education Department. Applications are invited for a tenure-track position in Educational Psychology to commence July 1, 1989. Responsibilities include teaching educational psychology in the Bachelor of Education and Master of Education programs and the supervision of practice teaching. Qualifications: Doctorate in educational psychology with course work in learning problems. Teaching experience in elementary or secondary school required. Salary and rank will be commensurate with qualifications and experience. Applications with curriculum vitae, academic transcripts, and the names of three referees are to be addressed to Dr. Terese MacIsaac, Chair, Department of Education, Saint Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0, before December 1, 1988.

UNIVERSITY OF VICTORIA. Faculty of Education. Applications are invited for a tenure-track position in the English/Language Arts at the Assistant Professor rank, duties to begin July 1, 1989. Candidates must have an earned doctorate degree completed as of September 1, 1989, and public school teaching experience. The position requires knowledge of the domain of English language education, particularly in writing, speaking and listening, and instructional expertise in that field as well as a clearly-defined area of research activity. The candidate must be competent to teach both undergraduate and graduate courses as well as supervise graduate students. Content offered will be at the primary and intermediate levels of the curriculum. The position will also require the ability to supervise student teachers at these levels. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Women are particularly encouraged to apply. Letters of application, a curriculum vitae, and the names of three persons familiar with the work and potential of the applicant should be sent by January 15, 1989 to: Dr. Peter O. Evans, Chairman, Dept. of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

UNIVERSITY OF BRITISH COLUMBIA. Music Education. 1. The Department of Visual and Performing Arts in Education, University of British Columbia, invites applications for a tenure-track position at the Assistant Professor level in Music Education. This position offers equal opportunity to qualified male and female applicants. 2. Applicants must have a doctorate and school teaching or related teaching experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. 3. Duties will include supervision of graduate students, teaching at undergraduate and graduate levels. Preference given to candidates with computer background and skills. The applicant will be expected to take an active part in Music Education research. Other possible areas of interest: woodwinds, early childhood and elementary music. 4 Salary range: $36,000 plus, depending upon qualifications and experience. 5. Applicants should send a c.v., and the names of three referees, to: Dr. R.N. MacGregor, Head, Visual and Performing Arts in Education, Faculty of Education, The University of British Columbia, Vancouver, British Columbia V6T 1Z5. 6. Effective: 01 July 1989 7. Deadline: 31 January 1989 or when position is filled. 8. The position will be filled subject to final budgetary approval.

UNIVERSITY OF ALBERTA. Applications are invited for a Science Education position in the Department of Elementary Education at the assistant professor level ($31,612 - $45,340 per annum, under review). Date of appointment July 1, 1989. Duties will include undergraduate and graduate teaching in science education, development of general teaching skills through course work and practicum supervision as well as graduate thesis supervision. The successful candidate will be expected to be involved with the preperation of teachers for elementary schools and to be actively committed to research. Both a doctorate (or near completion) and teacher certification are required. The University of Alberta is committed to the principle of equity in employment but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is January 31, 1989. Applications including as current curriculum vitae and names of three referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF ALBERTA. Applications are invited for a Mathematics Education position in the Department of Elementary Education at the associate professor level (salary floor $48,370 per annum, under review). Date of appointment July 1, 1989. Duties will include undergraduate and graduate teaching in mathematics education, involvement in courses concerned with general teaching skills, practicum supervision and graduate thesis supervision. A strong commitment to research is necessary. Doctorate (or near completion) and teacher certification required. The University of Alberta is committed to the principle of equity in employment. Closing date is January 31, 1989. Applications including a current curriculum vitae and names of three referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

ENGINEERING

McMASTER UNIVERSITY. Computer Engineering. Applications are invited for a tenure track faculty position at the Assistant Professor level in the area of Computer Engineering. The candidate must have a recently earned doctorate in electrical or computer engineering, must possess a strong commitment to excellence in research and education, and must possess expertise in one or more of the following areas: software engineering, engineering applications of artificial intelligence, parallel and distributed computing, and computer architecture and hardware. The position is subject to final budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others will be considered only if suitable Canadians are not available. Resumes, including the names and addresses of three referees, should be addressed to: Dr. K.M. Wong, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

UNIVERSITY OF BRITISH COLUMBIA. Dept. of Civil Engineering. Research Associate/Engineer In Structural Dynamics. Applications are invited from qualified persons to carry out research on the large deflection elastic plastic dynamic response of beams, plates, and shells, in both metals and anisotropic composites. Starting date in late spring or early summer of 1989. Candidates must have a Ph.D. (Research Associate position) or a M.Sc. with relevant experience (Research Engineer position), in the area of structural analysis or engineering mechanics, preferably with computing experience in nonlinear finite elements. Duties will include the development and maintenence of computer codes, liason with the granting agency, and interaction with graduate students. Salary negotiable up to $33,000. Send c.v. and at least two references to: Drs. D.L. Anderson & M.D. Olson, Dept. of Civil Engineering, Univ. of B.C., Vancouver, B.C. V6T 1W5. Closing date for applications - Jan. 31, 1989. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Computer Engineering. Concordia University in Montreal invites applications for tenure track positions at all levels in the area of Computer Engineering. An area of particular interest is computer architecture and computer systems with emphasis on hardware. Applicants should have completed their Ph.D. by the time of the appointment. Duties will include teaching undergraduate and graduate courses in the area of computer engineering. The Department of Electrical and Computer Engineering at Concordia is oriented toward research; consequently, an applicant should have a strong interest in research as well as teaching. The medium of instruction is English. Interested candidates should send their résumés and the names and addresses of at least three references to: Jeremiah F. Hayes, Chairman, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Room H915-7, Montreal, Quebec, H3G 1M8.

UNIVERSITY OF OTTAWA. Faculty Position in Mechanical Engineering/Engineering Management Program. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical Engineering of the University of Ottawa. Teaching duties for this position will be equally divided between Engineering Management Program and Mechanical Engineering. A Ph.D. and an established research record in a related discipline as well as the ability to supervise graduate student theses are required. Preference will be given to candidates with a working knowledge in both English and French. Canadian citizens and permanent residents will be given first priority, however, other applicants are also encouraged to apply. Employment equity is a policy of the University of Ottawa. Please direct letter of application, curriculum vitae and names of three referees to: Dr. S. Tavoularis, Chairman, Department of Mechanical Engineering, University of Ottawa, 770 King Edward Avenue, Ottawa, Ontario, K1N 6N5; Telephone: (613) 564-4292, FAX (613) 564-7881.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ENGLISH

McMASTER UNIVERSITY. The Department of English of McMaster University invites applications for a tenure track appointment at the Assistant Professor level, in the area of Old English literature. Preference may be given to a candidate who also is able to teach undergraduate classes in the history of the English language. Requirements are a Ph.D. Salary is dependent upon qualifications; the minimum salary for Assistant Professor in 1988/89 is $31,172. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. M.P. Halsall, Chairman, Department of English, Chester New Hall 321, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1989. Applications will be accepted until December 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

QALHOUSIE UNIVERSITY. The Department of English at Dalhousie University invites applications for two positions at the rank of Assistant Professor (tenure-track, to commence July 1, 1989 (subject to final budgetary approval). The Department has particular needs in the Renaissance, Eighteenth Century, and Contemporary Canadian Literature. Applications with c.v., three letters of reference, and a writing sample, should be sent, by December 31, 1988, to Dr. A. Kennedy, Department of English, Dalhousie University, Halifax, N.S., B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

UNIVERSITY OF SASKATCHEWAN. Department of English. Applications are invited for a tenure-track position, at the rank of Assistant Professor, in Renaissance literature. The Ph.D. is essential; teaching experience and publications are desirable. This appointment will commence on 1 July 1989, and is subject to budgetary approval. Applicants should send e curriculum vitae, transcripts, and the names of three references to Dr. P.T. Millard, Chairperson, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. Deadline for applications: 15 January 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. The Department of English of McMaster University invites applications for a tenure track appointment at the Assistant Professor level, in the area of seventeenth-century literature. Requirements are a Ph.D. Salary is dependent upon qualifications; the minimum salary for Assistant Professor in 1988/89 is $31,172. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. M.P. Halsall, Chairman, Department of English, Chester New Hall 321, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment subject to final budgetary approval, will be effective on July 1, 1989. Applications will be accepted until December 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF BRITISH COLUMBIA. Department of English. Applications are invited for five tenure-track Assistant Professorships which, subject to final budget review, will commence on 1 July 1989. Candidates are sought in the following areas: Middle English Literature and Language; Renaissance Literature; American Literature; Canadian/Commonwealth Literature; Modern British Literature; Critical Theory; Language (Modern English Linguistics/History of English). The required qualifications are the Ph.D., a demonstrable commitment to scholarship, and some classroom experience. Salary will be weighted according to qualifications and experience. Applications (including c.v.'s and the names of three referees) should be sent to Dr. Herbert J. Rosengarten, Head, Department of English, the University of British Columbia, 1873 East Mall, Vancouver, B.C. V6T 1W5. The deadline for applications is 15 December 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity of employment to qualified female and male applicants.

UNIVERSITY OF WINDSOR. The Department of English invites applications for two tenure-track appointments, effective July 1, 1989, in the areas of Medieval and 18th Century literature. Ph.D., teaching experience and substantial publication are required. Applications including curriculum vitae and letters of reference should be sent by November 30, 1988 to: Dr. Richard Homsey, Head, Department of English, University of Windsor, Windsor, Ontario N9B 3P4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to equity in employment and female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with assistant professors wherever possible.

UNIVERSITY OF WINNIPEG. Four Instructors in Rhetoric and Composition. The University of Winnipeg invites applications from qualified women and men for four positions in Rhetoric and Composition. The initial appointments will be two-year term contracts at the Instructor II rank (floor $23,174; salary will be commensurate with experience). If the contract is renewed, the appointment becomes a two-year probationary contract which after e satisfactory review becomes a permanent continuing contract. Candidates should have at least an M.A. degree and teaching experience. It would be beneficial if candidates had experience in one or more of the following: ESL, computers, work in the natural sciences, writing programs. Interested individuals should send applications including a curriculum vitae, three letters of reference, and a self-addressed envelope by 15 December 1988 to: Professor D.B. Jewison, Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration regulations this announcement is directed to Canadian citizens and permanent residents. Since we may be interviewing at the M.L.A. Conference in New Orleans, applicants should inform us if they plan to attend

UNIVERSITY OF TORONTO. The Department of English intends to appoint two positions in the field of Canadian Literature, effective 1 July, 1989: 1) one Assistant Professor at entry level; and 2) one Associate or Full Professor. The salaries will depend upon qualifications and experience. Candidates should send a cv and the names of three referees to Dr. Terry G. Sherwood, Chair, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2; the deadline for applications is 1 December, 1988. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particulary encouraged to apoly.

WILFRID LAURIER UNIVERSITY. English. Applications are invited from specialists in Restoration and Eighteenth-Century Literature, possibly with secondary interests in drama, or in language or rhetoric. Varied teaching assignments will include a senior seminar in our comprehensive Honours English program. Completed (or nearly completed) Ph.D. required, and publications preferred. Rank and salary are open, commensurate with qualifications and experience. Appointment effective July 1, 1989. Closing date for applications: January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Applications, with curriculum vitae and names of three referees, should be sent to Dr. Paul Tiessen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

UNIVERSITY OF NEW BRUNSWICK. The Department of English of the University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1989 and subject to final budgetary approval. Candidates should have a PhD in Canadian Literature and have experience either in drama production or in the teaching of Creative Writing. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed Curriculum Vitae, and e transcript of academic record to: Professor Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The deadline for applications is January 31, 1989. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permenent residents of Canada only.

UNIVERSITY OF NEW BRUNSWICK. The Department of English of the University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1989 budgetary considerations permitting. Candidates must hold the Ph.D. in Anglo-Saxon, or History of the Language, or Canadian English, and would be expected to teach courses in Anglo-Saxon literature and the history of the language at both the graduate and undergraduate levels. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed Curriculum Vitae, and a transcript of academic record to: Professor Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The deadline for applications is January 31, 1989. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only.

UNIVERSITY OF WATERLOO. Department of English. Rhetoric and Professional Writing. Applications are invited for a tenure-track position, ideally at the Senior Associate Professor level. Applicants must have a Ph.D. with specialization in rhetoric, stylistics, and professional writing. Background in cognition, linguistics, and communication theory is also desirable. A strong publication record is essential. Duties will include teaching undergraduate and graduate courses in professional writing and rhetoric and may include related research in the Centre for Professional Writing. Salary negotiable. Appointment effective July 1, 1989. Closing date for applications is December 1, 1988. Send resumes to Dr. Gordon E. Slethaug, Chairman, Department of English, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

FINANCE

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for one tenure track and two limited term appointments. Appointments effective January 1, 1989 or September 1, 1989. Doctorate in hand or near completion is required for tenure track appointment. An interest in corporate finance or real estate is desirable. Tenure track candidates are expected to teach in the B. Comm. and MBA programs and have a strong research orientation. Salary is competitive. Submit curriculum vitae and the names of three references to Dr. Paul Dixon, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, B3H 3C3

FOOD MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Assistant Professor in Food Microbiology. The Department of Applied Microbiology and Food Science invites applications for a tenure-track position in Food Microbiology (subject to budgetary approval). Required qualifications include a Ph.D. in Food Science with specialization in food microbiology, or in Microbiology with a strong background in Food Science. Preference may be given to candidates with experience in aspect of food biotechnology. Duties will include undergraduate and graduate teaching, research and extension/industrial liaison. Possibilities for collaborative research, both within the University and with personnel in local government laboratories and industrial concerns are excellent. Submit applications, including a curriculum vitae, a statement of research

CAUT expects that all positions advertised in the *Bulletin* are open to both men and women.

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L'ACPU s'attend à ce que tous les postes annoncés dans les *Bulletin* soient offerts aux hommes et aux femmes.

interests, reprints of key publications, and the names and addresses of the referees to Dr. G.A. Jones, Head, Department of Applied Microbiology and Food Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Applications will be received until December 15, 1988 or until a suitable candidate is found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH

DALHOUSIE UNIVERSITY. Department of French. Applications are invited for an Assistant Professor of French, teaching within the Department's extensive language programmes and teaching and research in the area of 18th Century French Literature and Culture commencing July 1, 1989. Applicants should hold a Ph.D. in French. Letters of applications, with names and addresses of three referees, should be sent, by January 31st, 1989, to Dr. Michael Bishop, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

UNIVERSITY OF VICTORIA. The Department of French Language and Literature of the University of Victoria intends to appoint up to five Assistant Professors to tenure track positions, effective 1 July 1988. Salary will depend on qualifications and experience. Candidates should have a doctorate, and should present clear evidence of teaching experience or active research interest in one or more of the following areas of specialization: Canadian literature, Seventeenth Century literature, Eighteenth Century literature, Twentieth Century literature, African literature, literary theory, cinema and literature, stylistics or phonetics. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Please send applications, together with a curriculum vitae and the names of three referees to Dr. John Greene, Chairperson, Department of French Language and Literature, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2, (604) 721-7364. Deadline date for applications is December 9, 1988.

UNIVERSITY OF WESTERN ONTARIO. Director - Trois-Pistoles Summer School. Applications are invited for the position of the Director of The University of Western Ontario's French Immersion Summer School located at Trois-Pistoles, Quebec. The School, in its 57th year of operation, is part of the program of the Faculty of Part-Time and Continuing Education, and functions within the framework of the Faculty's Language Learning program. The School offers undergraduate degree-credit courses and special professional development courses in French language, literature and civilization at two consecutive six week sessions beginning in early May and concluding in mid-August, during which time the Director resides in Trois-Pistoles. From September through April, the Director performs administrative duties for the School and may teach in the Department of French at The University of Western Ontario. Candidates must be fully bilingual, and a doctorate in French language, literature or linguistics is highly desirable. Experience in the teaching of French at the university level, skill in interpersonal relations, and demonstrated administrative competence are required. The nature of the appointment will be dependent upon the status and qualifications of the successful candidate. The appointment may be as a limited-term faculty member who will have some teaching responsibility in the Department of French, with a term of three years (renewable), or as a member of staff with an indefinite term. A faculty member currently tenured at The University of Western Ontario will also be eligible, for a term as Director of three to five years (renewable). The appointment will commence no later than May 1, 1989. Salary commensurate with qualifications and experience. Applications (with curriculum vitae and the names of three referees) should be sent by November 30, 1988 to: Dr. T.N. Gulnsburg, Dean, Faculty of Part-Time and Continuing Education, The University of Western Ontario, London, Ontario, N6A 5B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

ACADIA UNIVERSITY, Wolfville, N.S. The Department of French invites applications for a tenure-track position at the Assistant or Associate Professor level, commencing July, 1989. Candidates must have a Ph.D. and teaching experience at the university level. The Department is seeking candidates whose primary interest is the teaching of French as a second language (at the university level) and who have experience in programme development and enrichment. Salary will be commensurate with qualifications and experience. Send curriculum vitae and names of three references to Dr. Renee Gilmence, Head, Department of French, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applicants should refer to position no. 10507. The deadline for receipt of applications is December 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

UNIVERSITY OF WATERLOO. Le Département de français de l'Université de Waterloo recherche un professeur en linguistique pour occuper un poste à plein temps à partir du mois de septembre 1989. Le titulaire de ce poste aura le rang de professeur adjoint. Les candidats doivent posséder une excellente maîtrise de la langue française. Les intéressés sont priés de faire parvenir leur candidature accompagnée d'un curriculum vitae à M. Piene H. Oube, directeur intérimaire du Département de français, University of Waterloo, Waterloo (Ontario), N2L 3G1. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse en priorité aux citoyens canadiens et aux résidents du Canada. L'Université de Waterloo cherche, dans la mesure du possible, à pourvoir ses postes vacants de candidats ayant récemment terminé leur Ph.D. et au rang de professeur adjoint. Les candidatures de femmes sont surtout les bienvenues. Employeur qui met en oeuvre une politique d'équité en matière d'emploi

GENETICS

UNIVERSITY OF ALBERTA. Department of Genetics. Assistant Professor. We seek a higher plant geneticist. The successful applicant will investigate fundamental problems of the genetics of plants using both traditional and modern methodologies. The appointee will be expected to teach basic genetics as well as classical and molecular plant genetics at an advanced level. Opportunity exists for collaboration with the Plant Molecular Genetics and Plant Biotechnology Centre already established at the University of Alberta. Candidates for the position should have a Ph.D. and relevant post-doctoral research experience. The establishment of an independent research program is an integral part of the appointee's duties and excellent research potential is considered imperative. The appointment will commence July 1, 1989 or shortly thereafter. Salary will be commensurate with qualifications, within the Assistant Professor range, which is currently $33,144-$47,280. Application deadline is December 16, 1988; applicants should send a curriculum vitae, reprints of several recent research publications and the names and addresses of at least three referees to P.J. Hastings, Chairman, Search Committee, Department of Genetics, University of Alberta, Edmonton, Alberta T6G 2E9, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment.

GEOGRAPHY

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Applications are invited for a tenure-stream position in human geography commencing July 1, 1989. Preference will be given to candidates with teaching and research interests in social aspects and theory. A PhD in Geography is required. This appointment may be made up to the associate professor level with a salary range up to $45,000. Applications with curriculum vitae and the names of three referees should be sent before 15 December 1988 to: Professor M.F. Bunce, Assistant Chair - Geography, Division of Social Sciences, Scarborough College, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Climatologist/Hydrologist: Applications are sought for a probationary (tenure-stream) appointment, rank to be open, starting July 1, 1989. The position requires teaching an introductory level meteorology/climatology course as well as advanced courses in climatology and related specialties. The Ph.D. is required as well as demonstrated expertise in hydroclimatology and an interest in the Great Lakes. The successful candidate will be expected to participate in interdisciplinary research within the Great Lakes Institute. In accordance with Canadian immigration requirements, this advertisement is directed to the citizens and permanent residents of Canada in the first instance. The University is committed to equity in employment and female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with Assistant Professors wherever possible. Applications with curriculum vitae and letters from three referees should be received by December 31, 1988, and addressed to: The Chair, Department of Geography, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF WATERLOO. Department of Geography. Applications are being accepted for one tenure track appointment at the Assistant Professor level beginning 1 May 1989 or as soon as possible thereafter. The appointment will be for a person qualified in human geography with research and teaching interests in global/international patterns of change and for undergraduate teaching in cartography and analytical methods. Expertise in computer-aided education will be viewed as an asset. The Department of Geography is part of the Faculty of Environmental Studies which includes a School of Architecture, a School of Urban and Regional Planning and a Department of Environment and Resources Studies. Geography programs include an undergraduate general degree, an honours degree and a co-op honours degree program and graduate level, Master's and Ph.D. programs. Closing date for applications is 15 February 1989. Ph.D. by the date of appointment is required. Applicants should provide a curriculum vitae and arrange to have three references forwarded directly to Dr. Bruce Mitchell, Chair, Department of Geography, University of Waterloo, Waterloo, Ontario, N2L3G1. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

GEOLOGY

UNIVERSITY OF TORONTO. Department of Geology (Erindale Campus). Assistant Professorships - Tectonics/Tectonophysics; Igneous Geology. The Department of Geology, University of Toronto is seeking to fill two tenure track positions at the Assistant Professor level. The successful candidates will be based on the Erindale Campus of the University, where research interests lie in theoretical structural geology, regional tectonics, paleomagnetism and paleoecology. One position will be in tectonics/tectonophysics. Applications are particularly encouraged from geoscientists whose research activities are concerned with Neogene tectonics, regional tectonics, or the physical properties of the deep crust. The other position will be in igneous geology. Qualified candidates must have a strong commitment to fieldwork. Requirements for both positions include a Ph.D. degree and proven ability in research. Applicants will be expected to lead a vigorous program of research and to participate in graduate and undergraduate teaching. Appointments will be from July 1, 1989. Salaries will be commensurate with qualifications and experience. The current (1988/89) salary floor for Assistant Professor is CDN $31,500. Letters of application, together with a resume containing a description of current and envisaged research activities and three additional names of at least three references, should be sent to: Dr. G. Norris, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. The closing date for applications is January 1, 1989. Applications from males and females of any nationality are encouraged; however, in accordance with Canadian immigration regulations this advertisement is directed initially to Canadian citizens and permanent residents, after which others may be considered.

UNIVERSITY OF TORONTO. Department of Geology. A tenure stream assistant professor in geophysics in the Department of Geology. Exceptionally qualified candidates in any subfield will be considered, but the following areas are of the highest priority: Geodynamics, Geotectonics, Structural Geology, Marine Geophysics, Crustal Modelling, Physics of Geological processes. 2. Ph.D. degree and relevant experience in teaching and research. 3. Applicants will be expected to lead a vigorous research program and contribute to undergraduate and graduate teaching. 4. Salary commensurate with qualifications and experience. Assistant Professor - $31,500-53,600 (1988/89 salary scale). 5. Enquiries and applications with a resume and names and addresses of at least 3 (three) referees should be directed to: The Chairman, Department of Geology, University of Toronto, 170 College Street, Toronto, Ontario, M5S 1A1. 6. Effective date of appointment will be July 1, 1989. 7. Closing date for applications will be December 1, 1988. Applications from males and females of any nationality are encouraged; however, in accordance with Canadian immigration regulations this advertisement is directed initially to Canadian citizens and permanent residents, after which others may be considered.

UNIVERSITY OF TORONTO. Department of Geology. 1. A tenure stream assistant professor in mineralogy. Candidates in any sub-field will be considered including, but not limited to: mineral chemistry, mineral physics, applied mineralogy, microbeam techniques, HREM and X-ray crystallography. 2. Ph.D. degree, established performance in research: ability to teach effectively. 3. Applicants will be expected to lead a vigorous research programme, teach mineralogy at the graduate and undergraduate levels and may be required to teach in other areas of geology at an introductory level. 4. Salary commensurate with qualifications and experience Assistant Professor $31,500 - $53,600 (1988-89). 5. Enquiries and applications with a resume and names and addresses of at least three referees should be directed to Professor G. Norris, Chairman, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1. 6. Effective date of appointment will be July 1, 1989. 7. Closing date for applications is December 1, 1988. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration regulations this advertisement is directed to qualified Canadian citizens and permanent residents.

GERMAN

McGILL UNIVERSITY. Department of German. 1. Assistant professor of German, tenure-track, subject to budgetary approval. 2. Ph.D. native or near native ability in German, teaching experience; preference given to candidate with record of research and publications in 20th century literature (Naturalism to Expressionism). 3. Language courses; undergraduate, graduate literature courses, thesis supervision. 4. Assistant professor: $33,997. 5. Curriculum vitae, names and addresses of three referees, to be sent to Peter M. Daly, Chairman, Department of German, McGill University, 1001 Sherbrooke Street West, Montreal, P.Q., H3A 1G5. 6. Effective: September 1, 1989. 7. Deadline: When position filled. 8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

QUEEN'S UNIVERSITY. Assistant Professorship, German. Applications are invited for a tenure-track appointment at the rank of Assistant Professor as of 1 July 1989. Applicants should have a Ph.D. or equivalent and native or near-native fluency in German. Preference will be given to candidates with expertise in the period of Weimar Classicism and demonstrated interest in research as well as teaching. Candidates of either sex are equally encouraged to apply. The duties of the position will involve teaching German language and literature courses at all levels, undergraduate and graduate, as well as normal faculty responsibilities. Salary will be commensurate with qualifications and experience, but not less than the 1988-89 floor of $ 30,975. Applicants should send a curriculum vitae and arrange for three confidential letters of reference to be sent to Patrick O'Neill, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario K7L 3N6 by 15 January 1989.

HEALTH POLICY

McMASTER UNIVERSITY. The Department of Clinical Epidemiology and Biostatistics, McMaster University has a vacancy for a Health Policy Analyst faculty member in the Centre for Health Economics and Policy Analysis. Qualifications: Ph.D. or relevant background in one of the social/behavioural sciences from the university or public sector; experience with the process of policy development and implementation in health and health services, preferably in a Canadian setting, demonstrated ability to teach and to conduct independent and collaborative research in a multi-disciplinary environment including both health services management and clinical settings; knowledge of current health policy issues and skills in public and political policy negotiations. Duties: Generate and conduct research in health policy, independently and in collaboration with other members of the Department and Faculty; participate in, and take some responsibility for, programmes designed to analyze and disseminate policy relevant research evidence; contribute to the methods development of the field of health policy analysis; possibly teach in undergraduate, graduate and post-professional education programmes of the Faculty of Health Sciences; provide consulting advice and assistance to community groups and agencies under the Regional Service Programme operated by the Department; normal administrative duties commensurate with rank. Interested candidates should send a curriculum vitae, copies of relevant publications, and a supporting letter that details their policy analysis experience and desired future research programme to: Jonathan Lomas, Associate Coordinator, Centre for Health Economics and Policy Analysis, Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main Street West, Room 2C1, Hamilton, Ontario, L8N 3Z5. Closing date for applications January 31, 1989. Salary will be commensurate with qualifications and experience. The position will initially be on a contract basis with the expectation that a good candidate will move on to a non-contractual permanent position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HEBREW

UNIVERSITY OF ALBERTA. Position in Hebrew Language. The Department of Religious Studies, University of Alberta, invites applications for a tenure track appointment (subject to budgetary considerations) in Hebrew Language at the junior assistant professor level, starting July 1st, 1989. Minimum salary for 1988/89 is $33,144. The successful candidate must be competent in both Biblical and Modern Hebrew, and have native or near-native fluency in the latter. Completed Ph.D. and demonstrated research and teaching ability are expected; competence in one or more periods of Hebrew Literature is desirable. Applicants should specify their areas of scholarly expertise. Applications, which should include a curriculum vitae, names of three references, and transcripts, should be sent to Dr. T.M.S. Priestly, Chairman, Department of Religious Studies, University of Alberta, Edmonton, Alberta, Canada, T6G 2E1 by February 1st, 1989. The University of Alberta is committed to the principle of equity in employment.

HISTORY

UNIVERSITY OF VICTORIA. The Department of History at the University of Victoria invites applications for a tenure-track appointment in medieval history. The successful candidate will have broad thematic interests, will teach in the History Department, and may participate in the Medieval Studies Program at the University of Victoria. The successful candidate will have completed a doctoral degree. Teaching experience and publications are desirable. Candidates will be expected to teach undergraduate survey and upper level courses and to participate in graduate supervision. Appointment effective 1 July 1989. Applicants should send a curriculum vitae and the letters of reference to Dr. Ian MacPherson, Chairman, History Department, University of Victoria, Box 1700, Victoria, BC, V8W 2Y2. Closing date for receipt of application is 31 December 1988. In accordance with Canadian immigration requirements and the University of Victoria's hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

DALHOUSIE UNIVERSITY. Department of History. Applications are invited for two tenure track positions, subject to budgetary approval, at the rank of Assistant Professor to begin 1 July 1989. e) French History to teach a survey course from the 1789 Revolution to the present and advanced level undergraduate courses in modern French history. Ability to teach an introductory course in modern European history would be desirable. b) Twentieth-century Canadian history, to teach survey and advanced undergraduate courses in this area and to supervise M.A. and Ph.D. candidates in modern Canadian history. Candidates for both positions should have a completed Ph.D., some teaching experience and a strong publications record. Applications, including a curriculum vitae, letters from three referees and sample published work should be sent to Dr. Graham O. Taylor, Chair, History Department, Dalhousie University, Halifax, N.S. B3H 3J5, not later than January 6, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

McMASTER UNIVERSITY. The Department of History of McMaster University invites applications for a tenure-track position at the Assistant Professor level, in the area of Early Modern Europe up to the French Revolution. Candidates should have a research and teaching focus in women's history or in social and economic history. They also should be able to teach in introductory courses. Requirements are a Ph.D. and some teaching experience. Salary is dependent upon qualifications; the minimum salary for Assistant Professor in 1988/89 is $31,172. Applications, including curriculum vitae, letters sent by three academic referees, and a statement of research interests and goals, should be addressed to: Dr. J. Weaver, Chairman, Department of History, Chester New Hall 621, McMaster University 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1989. Applications will be accepted until January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

McMASTER UNIVERSITY. The Department of History of McMaster University invites applications for a tenure-track position at the Assistant Professor level, in the area of Medieval History. The Department may give preference to candidates with a research interest in the history of Islam. Requirements are a Ph.D. and some teaching experience. Salary is dependent upon qualifications; the minimum salary for Assistant Professor in 1988/89 is $31,172. Applications, including curriculum vitae, letters sent by three academic referees, and a statement of research interests and goals, should be addressed to: Dr. J. Weaver, Chairman, Department of History, Chester New Hall 621, McMaster University 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1989. Applications will be accepted until January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

McMASTER UNIVERSITY. The Department of History of McMaster University invites applications for a tenure-track position at the Assistant Professor level, in the area of Medieval History. The Department may give preference to candidates with a research interest in the history of Islam. Requirements are a Ph.D. and some teaching experience. Salary is dependent upon qualifications; the minimum salary for Assistant Professor in 1988/89 is $31,172. Applications, including curriculum vitae, letters sent by three academic referees, and a statement of research interests and goals, should be addressed to: Dr. J. Weaver, Chairman, Department of History, Chester New Hall 621, McMaster University 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1989. Applications will be accepted until January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Applications are invited for a tenure-stream appointment in Nineteenth or Twentieth Century American History, at the Assistant or Associate Professor level, to begin on September 1, 1989. Applicants should have Ph.D. and have publications and teaching experience. Please address enquiries and applications, including c.v., and have three letters of recommendation forwarded to: The Chairman, Department of History, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 1T7. Closing date for applications is January 15, 1989. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

HUMAN COMMUNICATION DISORDERS

McGILL UNIVERSITY. Audiologist/Hearing Scientist: Assistant/Associate Professor. Tenure Track. Ph.D. in Audiology or related field. Demonstrated research ability and strong commitment to graduate level teaching required. To join active expanding research program at McGill University. Beginning Fall, 1989. Salary commensurate with qualifications and experience. To apply, send curriculum vitae and representative reprints to Dr. Tanya M. Gallagher, Ph.D., Director, School of Human Communication Disorders, 1266 Pine Avenue West, Montreal, Quebec, Canada, H3G 1A8. Applications will be reviewed by January 1, 1989.

McGILL UNIVERSITY, Aural (Re-)Habilitation: Assistant/Associate Professor. Tenure Track. Doctorate in Communication disorders, deaf education or related field. Educational/clinical experience. Preferred area of expertise auditory-oral (re-)habilitation and education of hearing-impaired. Tenure Track. Demonstrated research ability as well as strong commitment to graduate level teaching. To join active expanding research program at McGill University. Beginning Fall 1989. Salary commensurate with qualifications and experience. To apply, send curriculum vitae and representative reprints to Dr. Tanya M. Gallagher, Ph.D., Director, School of Human Communication Disorders, 1266 Pine Avenue West, Montreal, Quebec, Canada H3G 1A8. Applications will be reviewed by January 1, 1989.

HUMAN ECOLOGY

UNIVERSITY OF MANITOBA. The Department of Family Studies, University of Manitoba has a full time position available at the Assistant or Associate Professor level for a 2 year renewable period to teach undergraduate and graduate courses in the area of Family Economics and Consumer Studies. The successful candidate will be expected to pursue research in related areas. Preference will be given to applicants holding a Ph.D. or equivalent and who have demonstrated competence in teaching and research. Salary to be commensurate with qualifications and experience. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, priority will be given to Canadian citizens or permanent residents. Enquiries and applications, including complete curriculum vitae and names of three referees should be sent by January 31, 1989 to: Dr. Gordon Barnes, Chair of Selection Committee, Department of Family Studies, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The position will be available July 1, 1989.

HUMANITIES

YORK UNIVERSITY. Faculty of Arts. Division of Humanities. Applications are invited for a tenure-track appointment in Creative Writing (Prose Fiction), to commence July 1, 1989. This appointment is subject to budgetary approval by the University. Prospective candidates should have a record of publications, and demonstrated competence in one or more of the following areas: 1) Women's Issues; 2) Literary Theory; 3) Popular Culture. Applicants should have the appropriate scholarly and creative strengths (preferably with experience at the university level) to teach upper-level workshops in Creative Writing (Prose Fiction). More broadly, applicants will also participate in interdisciplinary courses in Humanities from first to fourth year. The duties may include teaching in the Faculty of Graduate Studies, and will require the development of a program of productive research and/or creative writing. A PhD degree in literary studies or commensurate literary accomplishments is

required. Rank and salary will depend on qualifications and experience. A letter of application with curriculum vitae and letters from three referees should be sent to: Professor William White, Chair, Division of Humanities, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Deadline for applications is November 30, 1988. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Division of Humanities. Applications are invited for a contractually-limited appointment in the area of Religious Studies, to commence July 1, 1989, for a period of two years. This appointment is subject to budgetary approval by the University. Prospective candidates should have the qualifications to teach in one or more of the following areas: 1) New Testament Texts; 2) Early Christianity in Its Historical Context; 3) The Bible and Western Culture, with special emphasis on the New Testament. Applicants should have the appropriate scholarly strengths to teach upper-level courses within the field of Religious Studies and, more broadly, in interdisciplinary courses from first to fourth year. The duties may include teaching in the Faculty of Graduate Studies, and will require the development of a program of productive research. A PhD degree or equivalent is required. Rank and salary will depend on qualifications and experience. A letter of application with curriculum vitae and letters from three referees should be sent to: Professor William White, Chair, Division of Humanities, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Deadline for the application is November 30, 1988. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Webster Fellowship Programme in the Humanities. Queen's University invites applications from scholars who have recently completed or are about to complete doctoral studies (or some professional equivalent) in the humanities, broadly conceived. Candidates with new perspectives, who can place specialized enquiry within a larger intellectual or cultural context, are especially encouraged to apply. Fellowships are tenable for two years with a stipend of $25,000 for the first year and an expense allowance of $2,000. While most of their time is devoted to research, fellows are normally expected to teach one full course in their area of expertise. Applicants should send curriculum vitae and an essay, not exceeding 1,000 words, outlining their proposed research to Dr. Wm. O. McCready, Acting Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario K7L 3N6. Three referees should be asked to send supporting letters directly to the same address. The deadline for completed applications is January 15, 1989. Les francophones, ainsi que les anglophones, sont invité(e)s à poser feu candidature. Candidates of either sex are equally encouraged to apply.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY. The School of Industrial Design invites applications for a term position at the Assistant or Associate Professor level beginning July 1989. Applicants should have completed a Master's Degree or equivalent in Industrial Design with special emphasis on principles of form and colour, industrial design projects, and professional practice. This position is subject to budgetary approval. Applicants must also have strong research interests. The successful candidate is expected to participate in the teaching of Industrial Design at the undergraduate level as well as in the administrative functions of the School. Salary commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from qualified women, as well as from qualified men, are welcome. Interested applicants should send a detailed curriculum vitae, a portfolio of their work, and the names of at least four references to: The Director, School of Industrial Design, Carleton University, Ottawa, Ontario, K1S 5B6.

INFORMATION SYSTEMS

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for two tenure track positions in information systems. Doctorate in hand or near completion is required. Appointment effective September 1, 1989. Tenure track candidates are expected to teach in the B. Comm. and MBA programs and have a strong research orientation. Salary is competitive. Submit curriculum vitae and the names of three references to Dr. Peul Dixon, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax B3H 3C3.

JAPANESE

UNIVERSITY OF VICTORIA, Victoria, B.C., Canada, V8W 2Y2. The University intends to make a tenure track appointment in Japanese at the assistant professor level, to commence July 1, 1989. The successful candidate will teach undergraduate courses in Japanese language at the introductory level, and possibly at more advanced levels as well. Applicants should hold a Ph.D. in Japanese linguistics, have native or near-native fluency in Japanese, and be thoroughly versed in current trends in language teaching methodology, including computer assisted learning methods. Clear promise of excellence both as a language teacher and as a significant contributor to scholarly research is expected. Applications, including vita and three letters of reference, should be sent to B.M. Young, Chair, Search Committee, Department of Pacific and Asian Studies, P.O. Box 1700. The deadline for applications is January 10, 1989. Canadian immigration regulations require the university to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from others. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

MANAGEMENT SCIENCE

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a tenure track position in Management Science. Doctorate in hand or near completion is required. Appointment effective September 1, 1989. An interest in applied survey sampling or experimental design is desirable, but all areas of management science/operations management/statistics will be considered. Tenure track candidates are expected to teach in the B.Comm. and MBA programs and have a strong research orientation. Salary is competitive. Submit curriculum vitae and the names of three references to Dr. Paul Dixon, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax B3H 3C3.

MATHEMATICS

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.'s for several three year limited term positions at the Main Campus and Erindale Campus beginning July 1, 1989. These positions, which are subject to final budgetary approval, are open to all branches of pure and applied mathematics. Duties will consist of research and teaching and candidates must demonstrate clear strength in both. Applicants should send their complete C.V. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor D. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by January 31, 1989. The University of Toronto encourages both men and women to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.'s for a tenure-stream position at Erindale Campus beginning July 1, 1989. This position which is subject to final budgetary approval is open to all branches of pure and applied mathematics. Duties will consist of research and teaching and candidates must demonstrate clear strength in both. Applicants should sent their complete C.V. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor O. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by January 31, 1989. The University of Toronto encourages both men and women to apply. **UNIVERSITY OF TORONTO. Department of Mathematics.** The Department solicits applications for an open rank position to begin July 1, 1989. Preference will be given to the areas of arithmetic algebraic geometry, differential geometry, and (hard) analysis, but strong candidates from all branches of pure and applied mathematics are encouraged to apply. Candidates for a junior position will be expected to have done substantive post-thesis research. Candidates for a senior position will be expected to have outstanding research accomplishments in an area complement ing equivalent Departmental strength. Candidates at all levels will be expected to care about teaching. Applicants should send their complete C.V. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor D. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by January 31, 1989. The University of Toronto encourages both men and women to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Mathematics and Computer Science. Applications are invited for several one-year replacement positions at the rank of Assistant Professor. Applicants should hold a Ph.D., or Ph.D. near completion, in Computer Science, Mathematics, or Statistics. Duties include undergraduate teaching in both computer science and mathematics and research in either. Computing facilities include an IBM S/370 Model 4361 and clusters of microcomputers (on site) and access to an IBM S/370 Model 3090D (with vector facility). The 1987-88 salary range for this rank is $28,689 to $41,300. Subject to budgetary approval, these positions will be filled July 1, 1989. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is March 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from others will be considered. Mount Allison University offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

MOUNT ALLISON UNIVERSITY. Department of Mathematics and Computer Science. Applications are invited for a tenure-track position at the rank of Assistant Professor. An applicant should hold a Ph.D. in Mathematics, Computer Science, or Statistics. Duties include undergraduate teaching in both Mathematics and Computer Science and research in either. Computing facilities include an IBM S/370 Model 4361 and clusters of microcomputers (on site) and access to an IBM S/370 Model 3090D (with vector facility). Subject to budgetary approval, the position will be filled July 1, 1989. The 1987-88 salary range is $28,689 to $41,300. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. E.M. Tory, Head, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is January 20, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

WILFRID LAURIER UNIVERSITY. The Department of Mathematics of Wilfrid Laurier University invites applications for one or more (depending on budgetary considerations) faculty positions at the Assistant Professor level beginning July 1, 1989. Duties will include teaching at the undergraduate level and research. Candidates should hold a Ph.D. in mathematics or a related area of statistics or computer science. While any area of specialization can be considered, the ability to teach undergraduate courses in computer science will be an asset. Applications, including curriculum vitae, copies of recent publications, and the names of three referees, should be sent to Dr. S.J. Stack, Chairman, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be received until December 31, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is implementing steps to become a smoke-free institution.

UNIVERSITY OF WATERLOO. Pure Mathematics. Applications are being invited for a tenure track position at the level of Assistant Professor beginning July 1, 1989. This position is subject to budgetary approval. Applicant should have a Ph.D. in an area of pure mathematics and demonstrate strong research potential. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. In order for an application to be complete, a curriculum vitae of the candidate, and three letters of reference, sent directly from the referees, are required. The deadline for applications is January 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. F.A. Zorzitto, Chairman, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

THE KING'S COLLEGE. Assistant Professor of Mathematics, tenure track appointment, pending Board approval. Ph.D. required. Candidates should be able to teach undergraduate math and also some computing science. Teaching load is moderate and research is required. Send letter of application, c.v., copies of transcripts, and three letters of reference to Dr. S. Keith Ward, Vice President Academic, The King's College, 10766 - 97 St., Edmonton, Alberta T5H 2M1. The King's College is a Christian liberal arts college affiliated with the University of Alberta and offering a B.A. degree. Position effective July 1, 1989. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for a tenure-track position at the assistant professor level starting July 1, 1989. Preference will be given to candidates specializing in analysis or differential equations. Candidates should have a Ph.D. degree and demonstrated capacity for research and effective teaching. The ability to teach in English and in French is required before tenure can be granted. Interested individuals should send their curriculum vitae and arrange to have at least three letters of reference sent directly to: Dr. W. Burgess, Chairman, Department of Mathematics, University of Ottawa, Ottawa, Ontario, K1N 6N5. Closing date for applications is December 16, 1988. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Le département de mathématiques met au concours un poste menant à la permanence en analyse ou équations différentielles au rang de professeur adjoint commençant le 1er juillet 1989. Les candidats devront détenir un doctorat en plus d'avoir fait preuve de leurs aptitudes à la recherche et à l'enseignement efficace. Avant d'obtenir la permanence, le titulaire de ce poste devra pouvoir enseigner en français et en anglais. Les candidats enverront un curriculum vitae et feront le nécessaire pour faire parvenir directement trois lettres de référence à: Dr. W. Burgess, directeur, département de mathématiques, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. La date limite pour les demandes est le 16 décembre 1988. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for a tenure-track position in mathematics or statistics at the associate or assistant professor level starting July 1, 1989. Candidates should have a Ph.D. degree and demonstrated capacity for research and effective teaching. The ability to teach in English and French is required before tenure can be granted. Interested individuals should send their curriculum vitae, and arrange to have at least three letters of reference sent directly to: Dr. W. Burgess, Chairman, Department of Mathematics, University of Ottawa, Ottawa, Ontario, K1N 6N5. Closing date for applications is December 16, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITE D'OTTAWA. Le département de mathématiques, met au concours un poste menant à la permanence en mathématiques ou statistique au rang de professeur agrégé ou adjoint à partir du 1er juillet 1989. Les candidats devront détenir un doctorat en plus d'avoir des aptitudes à la recherche et à l'enseignement efficace. Avant d'obtenir la permanence, le titulaire de ce poste devra pouvoir enseigner en français et en anglais. Les candidats enverront un curriculum vitae et feront le nécessaire pour faire parvenir directement trois lettres de référence à: Dr. W. Burgess, directeur, département de mathématiques, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. La date limite pour les demandes est le 16 décembre 1988.

MEDICINE

UNIVERSITY OF ALBERTA. Henri M. Toupin Chair in Neurological Sciences. The Divisions of Geriatric Medicine and Neurology in the Department of Medicine invite applications for the newly established Henri M. Toupin endowed Chair in Neurological Sciences. Applicants will be M.D. Scientists or Ph.D.'s with defined achievement in the neurological sciences related (but not confined) to the geriatric age group. The successful applicant will be expected to establish and develop research and educational programs to improve the care of patients with neurological problems. The appointment will be at the senior Associate Professor ($40,810 - $58,954) or Professor ($52,150 upward) rank plus appropriate market supplement and research supplement along with the privileges and benefits of rank, and will be located at The General Hospital (Grey Nuns) of Edmonton. Applications, complete with curriculum vitae and the names, addresses and telephone numbers of three referees, should be submitted by 1 March 1989 to: Dr. E. Garner King, Professor and Chairman, Department of Medicine, University of Alberta, 2F1 W.C. Mackenzie Centre, Edmonton, Alberta T6G 2R7. The University of Alberta is committed to the principle of equity in employment.

METEOROLOGY

UNIVERSITY OF ALBERTA. Department of Geography. Division of Meteorology. Applicants are sought for a tenure-track position as Assistant Professor beginning July 1, 1989. A Ph.D. is required, and a strong record of grants and publications is desirable. Top candidates in all areas of meteorology will be considered. An ability and willingness to teach synoptic meteorology and numerical modelling is an asset. The salary range is $33,144 to $47,280. The Division of Meteorology is active in research in dynamic meteorology, physical meteorology and micrometeorology, and interested in satellite and synoptic meteorology research. B.Sc., M.Sc. and Ph.D. programs in meteorology are offered. Please send applications with curriculum vitae, transcripts, reprints and the names and addresses of three referees to: Dr. M.J. Hodgson, Chairman, Department of Geography, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Closing Date: January 31, 1989. The University of Alberta is committed to the principle of equity in employment.

MUSIC

UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant or Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience; a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly including courses in general music history) as well as specialized graduate courses. Salary will be commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Applications will remain open until an appointment is made. The University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.

UNIVERSITY OF VICTORIA. School of Music. Position in Clarinet. Position: A two-year, visiting appointment at the junior assistant professor level. Subsequent appointment to a tenure-track position is possible. Qualifications: Master's degree or equivalent professional experience. Experience in teaching and performing essential. Secondary areas of interest: Ensemble Coaching, Woodwind Techniques Duties: Individual Instruction. Chamber music coaching; participation in faculty recitals as soloist and ensemble performer expected. Appointment Date: July 1, 1989. Closing Date for Applications: December 15, 1988 Salary: Current floor: $32,550. Send a Tape and Complete Dossier to: Dr. Gordana Lazarevich, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada V8W 2Y2; (604) 721-7902. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

UNIVERSITY OF VICTORIA. School of Music. Position in Jazz. Position: Two-year, visiting or tenure-track appointment at the junior assistant professor level. Qualifications. Master's degree or equivalent professional experience; Experience in teaching, conducting, and performing essential. Duties: Conducting the Stage Band, teaching jazz pedagogy in music education, technical theory and some studio teaching. Appointment Date: July 1, 1989. Closing Date for Applications: December 15, 1988. Salary: Current floor: $32,550. Send a Tape and Complete Dossier to: Dr. Gordana Lazarevich, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada V8W 2Y2; (604) 721-7902. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

UNIVERSITY OF ALBERTA. Position in Choral Music. Applications are invited for a full-time tenure-track position in choral music at the junior Assistant Professor level (1988-89 salary: $33,144.00). Applicants should have a completed doctorate or equivalent professional training and experience; expertise in choral conducting and literature is required and additional teaching interests are desirable. Duties will include choral conducting, directing Collegium Musicum, choral techniques, and choral literature at undergraduate and graduate levels. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to Dr. Alfred Fisher, Chairman, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2C9. Appointment date: July 1, 1989. Application deadline: January 1, 1989 or until position is filled. Tapes of choral performances may be requested at a later date. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Vacancy # 128-707-087.

NURSING

THE UNIVERSITY OF WESTERN ONTARIO. Applications are invited for tenure track teaching positions available July 1 1989. A Doctoral degree in Nursing or in a related field is preferred. Applications are invited for Limited Term (2 or 3 years) Full time teaching positions available July 1 1989. A minimum of a Masters degree in Nursing or in a related field is required. Rank is open and dependent upon qualifications and experience. Successful applicants will have preparation and interest in Nursing Research and in the Teaching of Nursing and will be eligible for registration with the College of Nurses of Ontario. Salary will be commensurate with rank and experience in accordance with the U.W.O. policies. Appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. For further information, please contact: Joan M. Gilchrist, Dean, Faculty of Nursing, The University of Western Ontario, London, Ontario N6A 5C1. The University of Western Ontario is an Equal Opportunity Employer.

OCCUPATIONAL THERAPY

DALHOUSIE UNIVERSITY. The School of Occupational Therapy, Dalhousie University, invites applications for two, twelve-month, full-time, tenure-track faculty positions, available July 1, 1989, or earlier depending on a candidate's availability. This is a relatively new School with an innovative baccalaureate curriculum and a graduate program under development. Successful candidates will be occupational therapists with a doctoral degree (master level will be considered) and expertise in a defined area of occupational therapy practice. A condition of tenure-track employment is that candidates are carrying out research currently or have the capacity and willingness to do so independently. Responsibilities of faculty in the School include undergraduate teaching, research, and assigned administrative duties. Graduate program coordination and graduate teaching will be assigned as workload responsibilities to interested and qualified faculty once the graduate program has been approved. Excellent opportunities exist for independent and collaborative research in a multidisciplinary Faculty of Health Professions and in clinical settings. Salary and rank will be commensurate with qualifications and experience. Liberal fringe benefits include family tuition waivers. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications will be reviewed as received. Closing date for applications is January 15, 1989 or when positions are filled. Send resume with the names, addresses and telephone numbers of three referees to Prof. Barbara O'Shea, Director, School of Occupational Therapy, Dalhousie University, Room 215, Forrest Building, Halifax, Nova Scotia, B3H 3J5, (902) 424-8804.

ONCOLOGY

McGILL UNIVERSITY. Radiation Oncology. Applications are invited for a position at the Assistant Professor level in the Department of Radiation Oncology of McGill University. The appointee would join a small research group working in tumour biology and Experimental Therapeutics and the position could be of interest to radiobiologists, immunologists or cell biologists. The applicants should have a Ph.D/M.D. and 2-3 years relevant experience. In accordance with Canadian immigration requirements this notice is directed initially to Canadian Citizens and permanent residents. Please send curriculum vitae and names of 3 referees to: Dr. Shirley Lehnert, Radiation Oncology, Montreal General Hospital, 1650 Cedar Avenue, Montreal, Quebec H3G 1A4, Canada.

PATHOLOGY

UNIVERSITY OF TORONTO. The Vascular Research Laboratory at the University of Toronto has a position for a postdoctoral fellow research associate with expertise in molecular biology. A Ph.D. degree is required. The laboratory investigates vascular injury, repair and growth control in developmental and pathological processes. The successful applicant would be expected to investigate these problems, at the gene expression level; therefore, experience with vascular cells and tissues would be a strong asset. The position is available immediately. Salary is commensurate with qualifications. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Please

CAUT expects that all positions advertised in the *Bulletin* are open to both men and women.

* * *

L'ACPU s'attend à ce que tous les postes annoncés dans les *Bulletin* soient offerts aux hommes et aux femmes.

CAUT expects that all positions advertised in the *Bulletin* are open to both men and women.

* * *

L'ACPU s'attend à ce que tous les postes annoncés dans les *Bulletin* soient offerts aux hommes et aux femmes.

submit, by January 1, 1989, curriculum vitae and three letters of reference to: Dr. B.L. Langille, Max Bell Research Centre, Toronto General Hospital, 200 Elizabeth Street, Toronto, Ontario, M5G 2C4, Canada.

PEDIATRICS

UNIVERSITY OF ALBERTA. Department of Pediatrics. Pediatric Gastroenterologist. An opportunity exists for an academic Pediatric Gastroenterologist to join an active Department of Pediatrics. The successful applicant will have a major commitment to clinical or fundamental research and will also be involved in teaching and clinical care. The vacant position is for a second pediatric gastroenterologist funded by appointment as a Heritage Clinical Scholar or Investigator, with salary commensurate with academic rank and experience. As a pediatric liver transplant program is envisaged in the near future, a special interest in this area would be an asset. A suitably experienced applicant will be eligible for an establishment grant through the Alberta Heritage Foundation for Medical Research. A Children's Hospital for Northern Alberta is planned to open in the early nineteen nineties. This advertisement is addressed to Canadian citizens and permanent residents. Closing date January 31, 1989. Applications or inquiries may be directed to: Dr. A.B. Jones, Department of Pediatrics, University of Alberta, Room 2C3.76, Walter MacKenzie Health Sciences Centre, Edmonton, Alberta, T6G 2R7. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF SASKATCHEWAN. A challenging position in Paediatric Rehabilitation is open immediately, for a young, energatic physician with Specialist Certification (R.C.P.S.C.) in Paediatrics or Physical Medicine and Rehabilitation or equivalent. This individual would join two other Physicians in a university teaching hospital unit for children - The Kinsmen Children's Centre at University Hospital, University of Saskatchewan, Saskatoon. The Centre operates a full range of rehabilitative and neurodevelopmental programs for children. The position offers excellent opportunities for personal development with major interactions with Departments of Paediatrics and Rehabilitation Medicine. Interdisciplinary orientation and ability to function as a member of a team are essential. Appointment would be at the rank of Assistant Professor, and salary commensurate with experience and qualifications, including full fringe benefits. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries to Dr. M.H.K. Shokeir, Head, Department of Pediatrics, University Hospital, Saskatoon, Saskatchewan, S7N 0X0, or Dr. J. Leszczynski, Head, Department of Rehabilitation Medicine, University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

PHILOSOPHY

UNIVERSITY OF OTTAWA. Department of Philosophy. Post-doctoral research assistant - Grant position. May-June-July, 1989. Excellent knowledge (preferably some publications) in German Philosophy from Kant to Hegel included, especially in the field of logic. Knowledge of German is essential. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit c.v. and references to Prof. T.F. Geraets, Department of Philosophy, University of Ottawa, Ottawa, Ontario, K1N 6N5.

PHYSICAL EDUCATION

WILFRID LAURIER UNIVERSITY. Physical Education. Wilfrid Laurier University has recently created a permanent position in the area of exercise physiology within its current B.A. program in Physical Education. The initial appointment is expected to be for a limited term, although a tenure track contract may be possible depending upon the qualifications of the successful applicant. Candidates should have completed a Ph.D. or be nearing its completion, should have a strong commitment to undergraduate teaching and should have an ongoing interest in research/publication. Duties will include teaching and developing courses in the bio-physical and health areas of physical education, especially physiology of exercise. Assistance in counselling of current and prospective students is also involved. Wilfrid Laurier University is implementing steps to become a smoke-free institution. Applicants should submit a CV, and three letters of reference, by December 31, 1988 to: Dr. R. Elliott, Assistant Dean, Faculty of Arts and Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Professor A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

PLANT SCIENCE

UNIVERSITY OF MANITOBA. Tenure Track Position in Plant Genetics. The Department of Plant Science, University of Manitoba invites applications for a tenure-track position in the area of Plant Genetics with emphasis in Plant Molecular Genetics. A Ph.D. is required and preference will be given to candidates with Post-doctoral experience in molecular genetic techniques currently being applied to plant genetic research. The Department has considerable strength in the genetics and crop improvement of canola and winter wheat as well as in cell and molecular biology. The candidate will be expected to collaborate closely with the research staff in these areas to develop a co-ordinated program leading to publications and external funding. Other duties will include participating in Departmental undergraduate and graduate teaching programs, also the supervision of graduate students. Salary and rank will be commensurate with qualifications and experience. Applications including a curriculum vitae, reprints of recent publications, and the names of three referees should be submitted to Dr. B.L. Dronzek, Acting Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Closing date for applications is December 15, 1988. The University encourages applications from both men and women. In accordance with Canadian Immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada.

POLITICAL SCIENCE

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for tenure-track position, starting July 1, 1989, at any rank, with a specialization in East Asian or Southeast Asian politics. Applicants should be qualified to teach a course or courses in the politics of developing nations. A completed Ph.D. degree is required. Preference may be given to a candidate qualified for appointment at a senior level. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Canadian immigration regulations now require the university to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. H.L. Biddulph, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date: January 31, 1989.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for two tenure-track appointments starting **July 1, 1989,** at the rank of Assistant Professor. One of these is for a comparative politics specialist with a West European area focus. The other is for a specialist in public administration and public policy. Preference will be given to candidates qualified to teach introductory courses in Canadian politics. Applicants must hold a completed Ph.D. degree. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees should be sent to: Dr. H.L. Biddulph, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date: January 31, 1989.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for two tenure-track appointments starting **July 1, 1989,** at the rank of Assistant Professor. One of these is for a comparative politics specialist with a West European area focus. The other is for a specialist in public administration and public policy. Preference will be given to candidates qualified to teach introductory courses in Canadian politics. Applicants must hold a completed Ph.D. degree. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees should be sent to: Dr. H.L Biddulph, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date: January 31, 1989.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for three full-time sessional appointments from September 1, 1989 to April 30, 1990, subject to budgetary approval. Applicants should be qualified to teach courses in the following fields: one in the politics of East Asia or Southeast Asia and developing nations, one in comparative politics with a West European emphasis, and one in public administration and public policy. Preference will be given to applicants possessing a Ph.D. degree. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees should be sent to: Dr. H.L Biddulph, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date: January 31, 1989.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure-track position in Quebec Politics. The appointment will begin on September 1, 1989 and is at the Assistant or Associate Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D., a strong research record, and a good command of French. Salary is commensurate with qualifications and experience. Closing date for receipt of applications is February 15, 1989. Applications, including a curriculum vitae, university transcripts and three letters of reference, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

PSYCHIATRY

McGILL UNIVERSITY. Department of Psychiatry. The McGill University Department of Psychiatry is looking for a Psychiatrist with at least five years experience in clinical and basic research in Psychiatric Neurobiology. The candidate must have demonstrated excellent scientific productivity. At the beginning the work will consist of planning and writing up research projects for submission to Canadian and Québec granting agencies, and later on, of carrying out these projects so that the results can be published in scientific journals. Possibility of tenure after a few years if productivity is excellent, and especially if the candidate is awarded a fellowship from a Canadian or Québec granting agency. Salary range and academic rank will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send your curriculum vitae to: G. Pinard, M.D., Professor and Chairman, Department of Psychiatry, McGill University, Room 102, 1033 Pine Avenue West, Montréal, Québec, H3A 1A1.

McGILL UNIVERSITY. Department of Psychiatry. The McGill University Department of Psychiatry is looking for a Neurobiologist with a Ph.D. in Neurochemistry or in Neurological Sciences. The candidate must have at least five years experience in research in Psychiatric Neurobiology, in particular on the neurobiological effects of psychotropic drugs. The candidate must have shown excellent scientific productivity. At the beginning, the work will consist of planning and writing up research projects for submission to Canadian and Québec granting agencies, and later on, of carrying out these projects so that the results can be published in scientific journals. Possibility of tenure after a few years if productivity is excellent, especially if the candidate is awarded a fellowship from a Canadian or Québec granting agency. Salary range and academic rank will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send your curriculum vitae to: G. Pinard, M.D., Professor and Chairman, Department of Psychiatry, McGill University, Room 102, 1033 Pine Avenue West, Montréal, Québec, H3A 1A1.

DALNOUSIE UNIVERSITY, HALIFAX, NOVA SCOTIA, GFT Position. A position will be available in general adult psychiatry commencing January 1, 1989. The post will be stationed at Camp Hill Hospital, Halifax. In addition to the clinical, teaching and research duties, there will be opportunity for private practice. The F.R.C.P.C. in Psychiatry or equivalent is the minimum qualification. Anyone who is interested should contact: Dr. Alistair Munro, Head, Dalhousie University, Department of Psychiatry, Camp Hill Hospital, 1763 Roble Street, Halifax, Nova Scotia, B3H 3G2. Dalhousie University is an equal opportunity employer and the position is open in the first instance to Canadian citizens or residents.

PSYCHOLOGY

McMASTER UNIVERSITY. Department of Psychology. McMaster University invites applications for a tenure track faculty position at the Assistant Professor level effective July 1, 1989 (subject to budgetary approval). Candidates should have a Ph.D. degree and research accomplishment in any area of social psychology. Strong quantitative skills or research employing quantitative models are assets. Letters of application should include a curriculum vitae, reprints of relevant publications, summary of present and proposed research, and the names and addresses of at least three referees. Closing date for applications is December 31, 1988. Current floor salary for Assistant Professor is $31,172. Applications should be sent to: Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario L8S 4K1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for three appointments each at the Assistant Professor level. (1) EDUCATIONAL PSYCHOLOGY. Applicants from any subfield of Educational Psychology will be considered, but preference will be given to individuals with strengths in educational applications of cognitive psychology and/or educational assessment. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. (2) CLINICAL PSCYHOLOGY. Our APA-approved program in Clinical psychology is seeking a candidate whose research and clinical interests are primarily in the child area. Two specialty areas are particularly attractive: health and pediatric psychology, and childhood psychopathology. The successful candidate will have strong academic and clinical training, plus demonstrated ability in research and teaching. (3) DEVELOPMENTAL-CLINICAL PSYCHOLOGY. The successful candidate will be appointed jointly in our Developmental and Clinical programs. Thus, he/she must have both a thorough academic background in basic developmental processes and demonstrated research abilities in some area of developmental psychopathology or exceptionality. Candidates with a variety of research interests will be considered, for example, developmental disability, learning disability, health and pediatric psychology, and applied psychophysiology. For each position, the initial appointment will be for a 3-year limited term period, with the possibility of subsequent conversion to probationary tenure-track status. These positions commence, subject to budgetary approval, on July 1, 1989, although an earlier appointment date may be negotiable. Letters of application, including a curriculum vita, copies of recent publications, and three letters of recommendation, should be sent to: Dr. G. Moran, Chair, Department of Psychology, University of Western Ontario, London, Ontario N6A 5C2, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women scholars are especially invited. An equal opportunity employer.

BISHOP'S UNIVERSITY. Department of Psychology. A tenure-stream vacancy exists at the Assistant Professor level to teach the equivalent of three undergraduate courses per semester. Required courses are: Introduction to Psychology, Counselling/Interviewing, and Clinical Practicum. Preference in appointment will also teach e course of an applied nature such as Industrial, Environmental, or Health Psychology. A Ph.D. is required. Bilingualism is an asset. The present salary range for Assistant Professor is $32,712 - $45,778. Applications with c.v., publications, and evidence of teaching performance should be sent to Dr. A.F. de Man, Associate Dean, Division of Social Sciences, Bishop's University, Lennoxville, Québec J1M 1Z7. Candidates should also arrange to have at least three referees send references to Dr. de Man directly. The post commences on July 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALNOUSIE UNIVERSITY. To start a Ph.D. program in clinical psychology we plan this year to add to our staff three clinical psychologists devoted to the ideals of the scientist/practitioner model. Clinical teaching will be an essential part of the duties, and the candidates must have demonstrated ability in research. One of the three new appointments may be at a senior level, as the coordinator of the clinical program. The junior appointments are tenure-track, and the senior one may be tenured. Appointments will take effect on July 1, 1989. Please send a curriculum vitae and the names of at least three referees to Dr. Vincent M. LaLuzerne, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff. In accordance with Canadian immigration requirements this advertisement is addressed to Canadian citizens and permanent residents of Canada.

MOUNT ALLISON UNIVERSITY. Department of Psychology. Applications are invited for a tenure track position. An applicant should hold a Ph.D. and be actively engaged in research in any area of psychology dealing with human behaviour. Teaching interests should include (but not necessarily be limited to) any of the following: Research design and statistics; perception and attention; language; social; abnormal; and introductory. Subject to budgetary approval, the position will be filled July 1, 1989. The rate of the 4th year appointment may be made and the 1987-88 salary ranges for these ranks are Assistant Professor, $28,689 to $41,300; Associate Professor, $35,568 to $57,924; and Professor, $44,740 to $69,962. An application should include a curriculum vitae, copies of articles, and the names of three referees and should be sent to: Dr. Darryl Bruce, Head, Department of Psychology, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is December 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF TORONTO, Developmental Psychologist: a tenure-track position, Assistant Professor level, beginning July 1st, 1989. The position is in the Department of Psychology at the Scarborough Campus of the University. Candidates should have a Ph.D., publications, and both e strong teaching record and a productive research programme. Salary dependent on experience. Closing date for applications is 15 January 1989. A.C.V., at least three letters of reference, including comments on teaching ability, and publications, should be sent to Prof. Colin M. MacLeod, Chair of Search Committee, Life Sciences Division, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University encourages both men and women to apply.

UNIVERSITY OF ST. JEROME'S COLLEGE. Psychology. Applications are invited for a tenure track appointment at the Assistant Professor level. Applications from women candidates are particularly welcome. Candidates must have a Ph.D. in Psychology with specialization in the clinical/developmental area, and have received academic training in sexuality and/or marriage and the family. Applicants will be expected to teach undergraduate courses in Psychology and in newly established Studies in Sexuality, Marriage and the Family Program. They must also be willing to initiate research in sexuality and/or marriage and the family. The starting salary for the position is $32,900 (the current salary floor for Assistant Professors) but is negotiable according to experience. The appointment commences on July 1, 1989. Applications containing a Curriculum Vitae and the names and addresses of three reference persons should be mailed to: Dr. Peter J. Raus, Director, Sexuality, Marriage and the Family Program, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Psychology. Applications are invited for a senior faculty position in Cognition/Perception beginning on June 1 or September 1, 1989, pending budgetary approval. Applicants should have at least three years' experience as Assistant Professor, and the position may be filled at the level of Associate or Full Professor. Applicants should have an active, on-going research program in human experimental psychology, specializing in areas such as aspects of cognitive psychology, sensation and perception, sensory deficits, or human factors. The Department has 39 tenure-track faculty positions and offers M.A. degrees in General-Experimental and Applied Psychology, as well as the Ph.D. in Psychology. The training program, in clinical psychology is fully accredited by CPA and APA. Among the department's many research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applications will be considered starting January 1, 1989, but applications will be accepted until the position is filled. Send a letter of application, a curriculum vitae, representative publications, and three letters of reference to: Charles W. White, Chairperson, Department of Psychology, Concordia University, Montreal, Québec, Canada, H3G 1M8. (In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.)

ACADIA UNIVERSITY, Clinical Psychology. The Psychology Department of Acadia University is seeking a position in clinical psychology at the rank of Assistant Professor. The position is for a three-year limited term contract. Experience in applied child psychology is considered particularly attractive. The position involves teaching courses such as abnormal psychology, social development, personality, group dynamics on the undergraduate level, as well as thesis and practicum supervision on the graduate level. The successful candidate will have a Ph.D. in clinical psychology and a clinical internship. Please send curriculum vitae and three letters of reference to Michael P. Leitel, Head, Psychology Department, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Acadia University is an equal opportunity employer.

UNIVERSITY OF OTTAWA. Psychology. The School of Psychology of the University of Ottawa has two positions to fill as of July 1st, 1989. The first position is a tenure-track position in the area of Quantitative Methods. The second position is a three-year contractual position (1989-1992) in the area of Social Psychology, Clinical Neuropsychology, or Child Clinical/Developmental (this position may become a tenure-track position). Both positions are at the Assistant level. Outstanding candidates at the Associate level could be considered. Applicants should possess the following minimum qualifications: doctorate in Psychology, fluency in French and English, and research competence. The minimum salary for the current academic year is: $33,124. at the level of Assistant Professor and $40,172. at the level of Associate Professor. Applications should be received before December 15, 1988. Submit a letter of application, vita, names and addresses of three referees and two recent publications from refereed journals or visible evidence of scholarly publication to: Dr. Pierre Baron, Director, School of Psychology University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Psychologie. L'Ecole de Psychologie de l'Université d'Ottawa a deux postes de professeur à combler à compter du 1er juillet 1989. Le premier poste est un poste conduisant à la permanence dans le domaine des méthodes quantitatives. Le second est un poste contractuel de trois ans (1989-1992) dans le domaine de la psychologie sociale, de la neuropsychologie clinique ou de la psychologie clinique/ développementale infantile (il est possible que ce poste devienne un poste régulier). Chacune poste est au niveau de professeur adjoint; des candidatures exceptionnelles au niveau de professeur agrégé pourront être considérées. Les qualifications minimales sont le doctorat en Psychologie, une bonne maîtrise du français et de l'anglais, et un très bon potentiel en recherche. Le salaire minimum de l'année en cours au niveau de professeur adjoint est de $33,124. et celui de professeur agrégé de $40,172. Les candidatures devraient être soumises avant le 15 décembre 1988. Adresser une lettre accompagnée d'un curriculum vitae, de noms et de l'adresse de trois répondants, ainsi que de liés à part de deux publications récentes ou de tout autre document constituant une contribution académique au: Dr Pierre Baron, Directeur, Ecole de Psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for a tenure track position in the area of Cognitive Psychology at the Assistant Professor level, beginning 1 September, 1989. This position is subject to budgetary approval. The successful candidate will teach undergraduate and graduate courses in Learning and Memory. In addition, it would be helpful if he or she could teach undergraduate courses in any of the following areas: Introductory Psychology, Perception, Cognitive Processes, Experimental Methods, or Statistics. An active program of scholarly research is essential. Send letter of application, curriculum vitae, a representative sample of reprints, and arrange to have three referees send letters to Professor Peut Bakan, Appointments Committee Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level, starting September 1, 1989. This position is subject to budgetary approval. Qualifications include: a Ph.D. in clinical psychology and a one year internship. Area of research is open, but an active program of scholarly research is essential. In addition to undergraduate teaching, there will also be an opportunity to teach graduate level courses in the clinical psychology doctoral program, which is accredited by the Canadian Psychological Association and the American Psychological Association, and to provide clinical supervision of graduate students. Salary will be commensurate with the applicant's qualifications and experience. Send letter of application, curriculum vitae, a sample of recent reprints, and three letters of reference to: Professor David Cox, Director of Clinical Training, Simon Fraser University, Department of Psychology, Burnaby, B.C., V5A 1S6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE KING'S COLLEGE. Assistant Professor of Psychology, tenure track appointment, pending Board approval. Ph.D. required. Candidates should be able to teach introductory psychology and should be specialists in experimental psychology. Teaching load is moderate and research is required. Send letter of application, c.v., copies of transcripts, and three letters of reference to Dr. S. Keith Werd, Vice-President Academic, The King's College, 10766 - 97 St., Edmonton, AB T5H 2M1. The King's College is a Christian liberal arts college affiliated with the University of Alberta and offering a B.A. degree. Position effective July 1, 1989. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Two tenure-track positions in our clinical psychology program - one Rank Open and one Assistant Professor - will be available July 1, 1989. Area of specialization is open, although we are interested in applicants who have expertise in the child/family area. Strong evidence or promise of productivity in both research and practice is essential. We have a well established and strongly supported Ph.D. program and are able to offer an attractive benefits and salary package, ample research support, and an opportunity for professional practice through our Psychological Services Centre. The University hosts a wide variety of professional schools, including areas relevant to psychology such as education, medicine, law, nursing, and commerce. Applicants should submit a vitae and copies of reprints, and have three referees forward letters to: Linda McMullen, Director of Clinical Training, Department of Psychology, University of Saskatchewan, Saskatoon, Canada S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. Applications are invited for a continuing appointment in the area of neuroscience or neuropsychology. It is expected that the appointment will be at the assistant or associate level. The successful candidate would be expected to contribute to the General-Experimental M.A. program, in addition to maintaining an active and productive research program. The University also emphasizes strong undergraduate teaching skills. The candidate would be expected to teach undergraduate courses in neurosciences and physiological. The ability to teach courses in Research Methods and Statistics, Sensation and Perception, or other content areas would also be considered an asset. The position is available July 1, 1989, but is open until a suitable appointment is made. Applicants should send a curriculum vitae, copies of publications, and names and addresses of three referees to Dr. B. Hunsberger, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates are informed that Wilfrid Laurier University has established a smoke-free environment.

CONCORDIA UNIVERSITY Department of Psychology - Clinical Psychology. Applications are invited for a tenure track position at the Assistant Professor level beginning **June 1** or **September 1, 1989.** Applicants should hold a Ph.D. in clinical psychology including a one-year predoctoral internship, or equivalent. An active, ongoing research program is required, with topic areas including but not limited to the following: Aging, 'At Risk' Populations, Health Psychology, Psychopathology, and Sensory Deficits. Position responsibilities include teaching, therapy practicum supervision, and thesis supervision in a CPA and APA accredited clinical Ph.D. program. The department is productive and congenial, offering numerous opportunities for collaboration among faculty as well as with staff at nearby hospitals and agencies. Research facilities are excellent and include two government supported research centers: The Center for Research in Human Development and the Center for Studies in Behavioural Neurobiology. Applications will be accepted until the position is filled. Send curriculum vitae, representative publications, and at least three letters of reference to: Dr. Anna-Beth Doyle, Chair, Clinical Search Committee, Department of Psychology (ER), Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8.

RECREATION & LEISURE STUDIES

UNIVERSITY OF WATERLOO. Recreation and Leisure Studies. Applications are being invited for a tenure track faculty position at the level of senior Assistant or junior Associate Professor rank. Qualifications include a Ph.D. in recreation and leisure studies or closely related field with expertise in one or more of the following areas: leisure service management, leisure service marketing, leisure behaviour, therapeutic recreation, or cultural policy. Applicants must also have demonstrated achievement in research and teaching. Duties include teaching and advising of undergraduate and graduate students and development of an active research program. Position is for a 12-month academic year, with teaching in each of two 4-month terms. Minimum 1988/89 salary for an Associate Professor is $42,700; actual salary and rank will depend on qualifications. A letter of application, vita, and the names and addresses of three referees should be sent to: Dr. Stephen L.J. Smith, Chairman, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: September 1989. Closing date for receipt of applications is December 31, 1988. Applications from women candidates are particularly welcome. An Employment Equity Employer.

RELIGIOUS STUDIES

THE UNIVERSITY OF WINDSOR. Department of Religious Studies. The Department of Religious Studies invites applications for a tenure stream position at the rank of assistant professor. Primary area: New Testament Studies. To begin **July 1, 1989. Ph.D.** (or equivalent) completed or near completion. The successful candidate will be required to teach introductory undergraduate through M.A. level classes. Salary commensurate with experience. The 1988-89 salary floor for assistant professor is $30,508. Send applications with curriculum vitae and three letters of reference to Dr. B.L. Whitney, Head, Department of Religious Studies, University of Windsor, Windsor, Ontario, Canada, N9B 3P4. Deadline. Dec. 1, 1988 or until position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to equity in employment and female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with assistant professors whenever possible.

RESEARCH ASSOCIATE

UNIVERSITY OF GUELPH. Research Associate Reporting to the Director, Sulawesi Regional Development Project. A full time research associate is required by the Sulawesi Regional Development Project, which is a Co-operative Project of The Government of Indonesia, The Government of Canada and The University of Guelph. Responsibilities include: establishing the Project record through initiation of selected research projects; gathering key publications and other related project material for the project library; recording and analyzing basic project data; making data available to others for research; presenting results of selected research in an appropriate manner; publishing up to four project newsletters per year; releasing updated project bibliography twice yearly; jointly publishing or presenting with project staff selected research reports; organizing an open "forum" on campus for discussion of Sulawesi Project issues four times yearly; providing research support to the Project Director and Project Manager. Skills required: strong writing and research skills; micro-based computing; basic statistical analysis; interviewing skills. Education: preference will be given to individuals with a graduate degree in planning, social sciences or agriculture combined with relevant undergraduate degree; knowledge of regional and rural development theory and practice. Overseas experience and knowledge of the Bahasa Indonesia language would be an asset. The successful applicant will be an organized self-starter, capable of effective independent work and able to handle a variety of assignments. Must be willing to travel and be interested in eventual work for the Project as a rural or regional advisor in Indonesia. Salary Range: $23,670 Minimum; $29,587 Midpoint; $35,505 Maximum. Applications should be submitted to: Project Director, Sulawesi Regional Development Project, Room 131, Johnston Hall, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity. Subject to final budgetary approval. Deadline for applications: December 11, 1988.

RUSSIAN

McGILL UNIVERSITY. Russian & Slavic Studies. Applications are invited for a tenure-track appointment at the Assistant Professor level beginning September 1989 (subject to budgetary approval). The present floor for the Assistant Professor rank is $32,474. Candidate should be prepared to teach courses in (1) prerevolutionary Russian literature and (2) Russian language from the elementary to advanced level. Applicants should hold the Ph.D. by the time of appointment and have definite promise as a contributor in his or her field of specialization. The successful candidate must be a superior instructor and be prepared to participate actively in the graduate programme including directing M.A. and Ph.D. dissertations written in English, French and Russian. Fluency in Russian and English and facility in French is required. An interest in Old Church Slavonic would be an advantage. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications with CV and the names of 3 referees should be sent to Professor P.M. Austin, Chairman, Department of Russian and Slavic Studies, McGill University, 1001 Sherbrooke Street West, Montreal, Que. H3A 1G5. Deadline for applications is March 1, 1989.

SLAVIC LANGUAGES & LITERATURES

UNIVERSITY OF WATERLOO. The Department of Germanic and Slavic Languages and Literatures invites applications for a full-time position to occupy the newly-established chair in Croatian language and culture. Starting date is September 1, 1989. Qualifications: Ph.D., teaching experience, strong interest in research and evidence of scholarly publication. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries and resumes with three letters of references should be sent to Professor S. Hoefert, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario, N2L 3G1. The closing date is 30 November 1988. Applications from women candidates are particularly welcome. An Employment Equity Employer.

SOCIOLOGY

UNIVERSITY OF WINDSOR. Department of Sociology and Anthropology. Applications are invited for a tenure track position. Preference will be given to candidates with competence in Methodology and an interest in Applied Sociology or Social Psychology. Candidates must have a Ph.D. and a strong research record. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Each applicant should send a curriculum vitae, copies of relevant publications and three letters of reference by December 1, 1988 to Dr. Max J. Hedley, Chair, Department of Sociology and Anthropology, University of Windsor, Windsor, Ontario, N9B 3P4.

DALHOUSIE UNIVERSITY. The Department of Sociology and Social Anthropology at Dalhousie University invites applications for a tenure-track position at the rank of Assistant Professor commencing **July 1, 1989** subject to budgetary approval. We are seeking candidates with interests in the area of work, industry and development or human justice and social disorder. Ability to teach family and kinship would be an asset. Applicants should hold a Ph.D. in Sociology or Anthropology. Application, current curriculum vitae and the names of at least three referees should be sent to Dr. Victor Thiessen, Chairperson, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2. Applications will be accepted until January 1, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

McGILL UNIVERSITY. Faculty of Medicine, Department of Humanities and Social Studies in Medicine. Applications are invited for a position in medical sociology at the level of Assistant or junior Associate Professor. Minimum salary for an Assistant Professor is $33,997 and for an Associate Professor $39,620. The applicant must have a record of publication, some teaching experience, and should be open to interdisciplinary perspectives. The research interests of candidates should complement those of department members. We particularly encourage applications from sociologists of medical institutions and/or medical knowledge. Duties include undergraduate and graduate teaching in the Faculty of Medicine as well as in the Faculty of Arts. Send full curriculum vitae and the names of three referees to: Chair, Sociology Search Committee, Department of Humanities and Social Studies in Medicine, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6. Deadline for applications is November 30, 1988. In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Sociology. Applications are invited for a tenure track appointment, at the assistant professor level commencing September 1989 (subject to budgetary approval). Candidates should have a Ph.D. and be able to teach quantitative methods of research up to the advanced graduate level. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should write to the Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and 2 or 3 papers and should have 3 referees write on their behalf. Deadline: January 15, 1989.

McGILL UNIVERSITY. Sociology. Applications are invited for a tenure track appointment, at the assistant professor level commencing September 1989 (subject to budgetary approval). Candidates should have a Ph.D. and be able to teach quantitative methods of research up to the advanced graduate level. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested persons should write to the Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and 2 or 3 papers and should have 3 referees write on their behalf. Deadline: January 15, 1989.

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UNIVERSITY OF WESTERN ONTARIO. Sociology. Applications are invited for one three-year limited terms position, and one tenure or tenure-track position in Sociology, subject to final budgetary approval. Both positions are completely open. Ph.D. or equivalent required. Rank and salary are open. Both appointments commence on July 1, 1989. Letters of application, including a curriculum vitae, and the names and addresses of three referees should be sent to the Chair, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for applications is December 31, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed Immigrants. An Equal Opportunity Employer.

SPANISH

YORK UNIVERSITY. Faculty of Arts, Department of Languages, Literatures and Linguistics: (Spanish Language and Literature). One position in the Professorial Stream at the rank of Assistant Professor, commencing July 1, 1989. Position subject to budgetary approval. Candidates must have completed the PhD with a dissertation on peninsular Golden Age prose and possess a fluent and sophisticated command of both English and Spanish and have native or near-native phonology in both languages. Familiarity with the intellectual history of the Western world is a sine qua non as is a keen interest in and commitment to undergraduate education in both language and literature. A demonstrated record of superior teaching at all levels required. Experience in teaching literature at the university level is required. Publication (written or oral) of original work is desirable. The position entails teaching Spanish language and literature courses at various levels. Salary commensurate with experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Deadline for applications is January 15, 1989. Applicants should send a curriculum vitae, transcripts and teaching evaluations or attestations, and arrange to have three references sent directly to: Professor Robert Fink, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

QUEEN'S UNIVERSITY, Department of Spanish and Italian, invites applications for **Two appointments,** one in each of the following areas of major importance: 1) Hispanic Literature (preferably in the area of Latin American poetry and/or theatre); 2) Literary Theory. Either or both appointments could be two-year non-renewable or tenure-track, depending on qualifications and experience. Applicants should possess a Ph.D. In one of the above-mentioned areas and have an appropriate publication record. The appointments will commence September 1, 1989. The appointments are expected to be at the Assistant Professor level whose floor for 1988/89 is $30,975.00. Applicants should forward their curriculum vitae to Dr. Peter A. Bly, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. They should also ask three referees to forward confidential recommendations to the same address. Closing date for receipt of applications and recommendations is January 15, 1989. Candidates of either sex are equally encouraged to apply for these positions. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

STATISTICS

UNIVERSITY OF SASKATCHEWAN. Biostatistician. A faculty position is available for a biostatistician in the Department of Community Health and Epidemiology, with a cross-appointment in the Department of Internal Medicine, at the University of Saskatchewan, Saskatoon. Qualifications: Ph.D. in Biostatistics. Experience: The successful applicant should have had experience in biostatistical consultation, and collaborative research with medical investigators will be an advantage. Responsibilities: These will include biostatistical consultation, data handling and statistical analysis in collaborative research projects with medical investigators. Interaction with clients is necessary. Some teaching of basic biostatistics and research design to clinical residents will be required. Rank: It is anticipated that appointment will be at the Assistant Professor level. Salary range will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should write to the Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and 2 or 3 papers and should have 3 referees write on their behalf. Deadline: January 15, 1989.

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UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for a tenure track position in Statistics at the Assistant or junior Associate Professor level, beginning in July, 1989. Applications are also being accepted for possible limited term, post- doctoral and visiting positions in the Department of Statistics and Actuarial Science. Individuals with an interest in industrial statistics or biostatistics are especially encouraged to apply, since there are large ongoing projects in these areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, and arrange for three letters of reference to Professor J.D. Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for applications is January 15, 1989. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ZOOLOGY

UNIVERSITY OF MANITOBA. Zoology Department. Applications are invited for a tenure track position at the level of assistant professor, effective July 1, 1989 or earlier. Salary is dependent on qualifications and experience. We seek a quantitative ecologist with experience in population dynamics and ecological modeling. A Ph.D. with postdoctoral teaching and research experience is required. Duties include undergraduate teaching, research and participation in graduate programs. Send applications, including curriculum vitae, description of career interests, representative reprints and names of at least three referees to: Dr. J.H. Gee, Head, Department of Zoology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for applications is January 15, 1989. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

ACCOMMODATION

VISITING TORONTO? Bed and Breakfast in our restored home minutes to the University of Toronto and Downtown. Rates from $40.00 Ashleigh Heritage Home tel: (416) 535-4000.

Noticeboard

ANNOUNCEMENT OF CONFERENCE AND CALL FOR PAPERS - FIRST CDN-FERENCE ON CANADIAN COMPUTER-ASSISTED LANGUAGE LEARNING: April 27-29, 1989. Tobe held consecutively at The University of Guelph, (April 27-28), Guelph, Ontario and York University (April 29), Toronto, Ontario. Theme: Computers and Language Learning. For further information: Mary Bryson, 530 Scott Library, York University, 4700 Keele St., North York, Ont. M3J 1P3, or e-mail: MLCRAVEN @YUSOL.BITNET.

BIENNIAL INTERNATIONAL CONFERENCE OF CANADIAN STUDIES, Laval University, Québec, June 3, 4, 5, 1989, jointly sponsored by The Association for Canadian Studies (ACS) and The International Council for Canadian Studies (ICCS). Canada: Traditions and Revolutions. This general theme will be dealt with in its various aspects (intellectual, cultural, social, economic and technological). International Council for Canadian Studies / Association for Canadian Studies, 256 King Edward Avenue, #300, Ottawa, Ontario, Canada K1N 7M1; tel: (613)232-0417.

CONGRES INTERNATIONAL BI-ANNUEL D'ETUDES CANADIENNES, Université Laval, Québec, 3, 4, 5 juin 1989, sous les auspices de l'Association des études canadiennes (AEC) et du Conseil international d'études canadiennes (CIEC). Canada: Traditions & Revolutions. Le thème général retenu permet de traiter des aspects intellectuels, culturels, sociaux, économiques, technologiques de la société canadienne, en insistant tout particulièrement sur les tractions et les changements qui les ont marqués. Il n'exclut eucune discipline. Conseil international d'études canadiennes / Association des études canadiennes, 256 avenue King Edward, #300, Ottawa, Ontario, Canada K1N 7M1; Tél: (613)232-0417.

CALL FOR PAPERS & CONFERENCE: "INTERNATIONAL PERSPECTIVES: Partnership In Special Education", International conferences in special education. Location: University of British Columbia, Vancouver, B.C. Canada. Time: May 17 - 20, 1989. Action: Start planning to participate now! Members of the conference planning committee: Bryan Clarke, Randy Cranston, Marg Csapo, David Kendall, Perry Leslie, Ron Neufeld, Robert Paulet, Bob Pouit, Ken Pudlas, Allen Stevens: Department of Educational Psychology and Special Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, B.C., Canada, V6T 1Z5, submissions to: Marg Csapo.

SASKATCHEWAN INSTITUTE OF APPLIED ARTS AND SCIENCE is host to the Association of Canadian Community Colleges Conference, May 29 - 31, 1989 in Regina, Saskatchewan. The theme for conference '89 is "Renaissance: Innovations in Education". Conference '89 is an opportunity to reflect upon and to participate in a major learning event that focuses on creative activities in the general categories of educational, financial and human resource renewal and innovation. The conference will also explore models of education management and policy development within the post-secondary system. Contact: Bill Coulthard, Program Committee, ACCC Conference Office, Box 556, Regina, Saskatchewan, Canada, S4P 3A3; phone: (306)787-6776.

CALL FOR PAPERS: The National Testing Network in Writing, Dawson College and The City University of New York announce The Seventh Annual NTNW Conference on Writing Assessment from April 9-11, 1989, at the Sheraton Centre in Montreal, Quebec, Canada; this is the first time this conference has been held in Canada. There will be a strong international perspective. Topics to be explored in panels, workshops and forums. Contact: Linda Shohet, Literacy Across the Curriculum, Dawson College, 3040 Sherbrooke Street West, Montreal, Quebec, Canada, H3Z 1A4

CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION / LA SOCIETE CANADIENNE POUR L'ETUDE DE L'ENSEIGNEMENT SUPERIEUR - recently published: 1987 CSSHE Conference Proceedings - "Higher Education: A Changing Scene" $20.00 to members of CSSHE and $25.00 to non-members, available from the CSSHE Secretariat, 151 Slater St., Ottawa, Ont., K1P 5N1.

CONFERENCE: "Sexuality and Values", June 19 - 21, 1989. The University of Guelph's 11th. annual sexuality conference will examine current issues in human sexuality, teaching approaches in sex education, and counselling methods for sexual problems. The keynote speaker will be Dr. Sol Gordon. For further information write: Continuing Education Division, University of Guelph, Guelph, Ontario N1G 2W1, or telephone (519) 824-4120, ext.

3956.

READING '89: "Language and Learning", 22nd annual conference, February 15 - 17, 1989. Conference Highlights to include: in-depth seminars; one-day seminars; major conference speakers; major group sessions; learning materials display; wine & cheese social/cabaret. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

SPECIAL EDUCATION '89: 16th annual conference, May 4 - 5, 1989. A national conference designed to provide updating study and analysis of special education, intended for: educators, social workers, all in the helping professions. Conference Highlights: major conference speakers; major group sessions; learning materials display; wine & cheese social. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

MATHEMATICS '89: 15th annual conference, May 25 - 26, 1989. A national conference designed to provide updated study and analysis of Mathematics from early childhood to University levels. Programme to include: prominent scholars presenting a variety of relevant topics; expert group discussion leaders conducting practical workshops, providing participants with ideas to implement in the classroom; learning materials display; wine & cheese social. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

CHILD SEXUAL ASSAULT PREVENTION PROGRAMS: SARA "Sexual Assault Recovery Anonymous" Society is a non-profit charitable organization founded in British Columbia in 1983 to provide crisis intervention and therapeutic support to victims of sexual assault and incest through mutual aid peer groups. SARA was originated as a two-phase concept based on assistance for victims and their families, and educational resources for the prevention of child sexual abuse. Preventive material on sexual abuse suitable for school or professional instruction. Contact: Protect the Children, Sexual Assault Recovery Anonymous, P.O. Box 16, Surrey, B.C. V3T 4W4; (604)597-2525, (604)597-2737.

ANNOUNCEMENT OF CONFERENCE - FOURTH ANNUAL NATIONAL CONFERENCE OF SEXUAL HARASSMENT ADVISORS; "SEXUAL HARASSMENT: PHASING IT OUT". November 17 - 19, 1988, Sheraton Hotel, Winnipeg, MB. Hosted by the University of Manitoba. The conference will focus on institutions of higher learning. It will include presentations on: an overview, principles, models review, consequences when a finding is challenged, breaking through academic barriers, victim counselling and the U of M's survey results. Presenters are from the universities of Manitoba, Calgary, Alberta, Victoria, Washington and a law firm. Keynote address is by Louise Lamb, lawyer, who successfully defended an appeal case of a female employee against her supervisor, before the Supreme Court of Canada. Luncheon address by Sharon Carstairs, opposition leader, Province of Manitoba. Includes an experiential workshop, and a panel representing administration, union and victim perspectives. For information contact the University of Manitoba: (204) 474-9542

UNIVERSITY OF TORONTO: The Department of Political Science at the University of Toronto invites applications for a tenure track position at the Assistant Professor level in the area of International Politics, preferably with an International Political Economy specialization, effective 1 July, 1989. Candidates should have a completed Ph.D. Closing date for applications 30 November, 1988. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both men and women to apply to positions. Applications including C.V. and the names of 3 referees should be sent to **M.A. Chandler, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A1.**

C.H. BEST FOUNDATION POSTDOCTORAL FELLOWSHIPS

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University of Alberta
Edmonton

Chairman
Department of Educational Administration

Applications and nominations are invited for the position of Chairman of the Department of Educational Administration. The department offers Master's and Doctoral degrees in educational administration. It also contributes to the pre-service preparation of teachers.

Candidates must possess an earned doctorate, K-12 and university teaching experience, knowledge of emerging trends in leadership roles in schools and institutions of higher education, experience teaching at the graduate level and supervising doctoral dissertations, a distinguished record of scholarly activity appropriate for the rank of full professor, and an interest in field-based research and collaboration.

The department Chairman is responsible for providing leadership toward the achievement of excellence in teaching research, and service by faculty and staff; and the scholarly pursuit of knowledge by students. The appointment will take effect July 1, 1989.

Deadline for applications is December 1, 1988. Enquiries or applications, accompanied in the latter case by a curriculum vitae and the names of three referees, should be submitted to:

Dr. R.S. Patterson, Dean
Faculty of Education
University of Alberta
845 Education South
Edmonton, Alberta
T6G 2G5

The University of Alberta is committed to the principle of equity in employment.

ON EXACT SOLUTIONS OF SOME POLYNOMIALS

by MEHRAN BASTI

This is part of my five years research on exact solutions of equations. Its methods are new, comparable and in competition with those of Euler, Galois and Lagrange. I strongly believe that research on exact solutions of equations will create a new and solid field in mathematics, particularly with the availability of symbolic mathematical systems such as "Maple" and "Macsyma".

This manuscript is typewritten, 25 pages and is available for sale at $25.00, libraries and institutions $40.00(CAN.) including airmail postage. For you to be one of the pioneers of this 21st Century mathematics, please send cheque or money order to: **Dr. M. Basti, 503-22 Bellveau Road, Winnipeg, Manitoba, Canada R2M 1S5, Tel:(204) 254-5014.**

EXCELLENCE IN RESEARCH

THE UNIVERSITY OF MANITOBA

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields: Dependence of cholinergic systems on the metabolism of lecithin, Phospholipids and their metabolites in neurological diseases, Phospholipid metabolism in mammalian cells and tissues, Excitation - coupling in smooth muscle, Ion-transport, cell membrane biology, genetic hypertension, Pharmaceutical chemistry, pharmacokinetics, drug metabolism, steroid chemistry, pharmaceutics, Growth factors and cell growth, Hormonal regulation of gene expression, Developmental biology, teratology, Cell biology, Perinatal physiology, Pediatric allergy and immunology, Clinical neurophysiology and signal analysis, Immunology, Immunopathology, Allergy, Protein Chemistry, Recombinant DNA Technology, Molecular Biology, Immunogenetics, Allergens, Monoclonal Antibody Production, Flow Cytometry, Organic Chemistry of Natural Macromolecules, Chemistry of Biopolymers, Regulation of the Immune Response, Structure-function Relationships of Fc Receptors for IgE, Epitopes of Common Allergens, T and B Cell Clones, Immunomodulators, Immunological Tolerance, Tolerogenic Conjugates, Antigen-Polymer Conjugates, Idiotypic Networks; Computer algebra application in solid mechanics, non-linear vibrations, Numerical modelling in geotechnical engineering, Non-linear dynamic stability and chaotic behaviour in mechanical systems, Behaviour of concrete at the microscopic level, Durability of concrete, Experimental experience and analysis of reinforced concrete structures, Analytical and computational aspects of some problems in dynamical elasticity, Physical and computer modelling of clay, sand, ice and frozen soils (geotechnical engineering), Electromagnetic field theory and wave propagation, Direct and inverse scattering/diffraction, EM remote sensing and radiometry, modelling and field computation techniques, Antenna theory and design, Reflector antennas and feeds, Microstrip antennas and phased arrays, Biomedical signal modelling and processing, Medical image processing, Microprocessor applications, Biomechanics and ambulatory electroencephalogram pattern recognition, Statistical communication theory, Analog and digital processing, Digital filtering, Analysis and design of carrier systems, Optical image processing, VLSI design, Computer architectures and algorithms, Parallel processing, Design automation, Active and digital filters, Solid state circuit innovation, Computer-aided design, Logic design, Automata, Microprocessor applications, Remote parameter sensing, Noise measurements, Device modelling, Electronic and optical properties of semiconductors and dielectrics (crystalline and amorphous, organic and inorganic) in bulk and film forms, Solid state devices and optical fibres, Solid, liquid, gaseous and composite insulation, Modelling of high voltage apparatus, Diagnostic measurement techniques, Design aspects of EHV, UHV-AC, and HVDC transmission systems, Control and protection schemes, Development and design of new types of energy conversion devices; Interdisciplinary crop storage (engineering, entomology, mycology, meteorology, mathematical modelling, expert systems), Enhancement of the nutritive value of cereal grains using fungal enzymes, Studies on the mechanism of action; Theoretical condensed matter physics, Nuclear and intermediate energy physics, Mass spectroscopy, Condensed matter physics, Optical spectroscopy, All fields of chemistry (physical/theoretical, organic, inorganic, analytical and biochemical); Nutritional quality of cereals and legumes, Nutritional and chemical studies on lipids.

Normally all positions require a Ph.D or M.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Closing date for applications is December 31, 1988. Applications, including curriculum vitae, bibliography and names of referees, should be sent to Professor R. A. Johnson, Associate Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

FACULTY OF EDUCATION

UNIVERSITY OF TORONTO

Applications are invited for a tenure stream position in **Curriculum Studies** in the Social Sciences area (history, geography and/or social studies).

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1989 or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by December 31, 1988 to **Dr. Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to provostial approval.

THE UNIVERSITY OF MANITOBA

DEAN OF LAW

The Faculty of Law offers a three-year programme of full-time study leading to the degree of Bachelor of Laws (LL.B.) and a small graduate programme leading to the Master of Laws (LL.M.). The Faculty consists of 21 FTE academic and 8.4 FTE support staff plus sessional appointments with an undergraduate enrollment of approximately 260. The curriculum is a balance of doctrinal, perspective and clinical offerings. The Faculty is associated with the Legal Research Institute and a Legal Aid Clinic.

The Faculty seeks a dynamic leader with appropriate administrative ability who will encourage and facilitate teaching and scholarship, and who will effectively represent the Faculty to the University, the profession and in the community.

Both women and men are encouraged to apply. In accordance with Canadian Immigration, priority will be given to Canadian citizens or permanent residents.

The appointment is expected to commence July 1, 1989.

Applications (with the names of three referees) and nominations will be received until January 31, 1989 and should be sent to:

Professor R.A. Johnson, Associate Vice-President, Chairman, Advisory Committee for the Dean of Law, Room 208 Administration Building, The University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.

FACULTY OF EDUCATION

UNIVERSITY OF TORONTO

Applications are invited for a tenure stream position in **Curriculum Design and Instruction** with a particular focus on effective instruction, classroom management, coaching and mentoring.

Preferred candidates will possess a doctoral degree and have substantial field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1989 or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by December 31, 1988 to **Dr. Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to provostial approval.

University of Alberta
Edmonton

Professeur adjoint en sociologie
Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint en sociologie.

L'enseignement des cours d'introduction et des cours portant sur la société canadienne, les minorités ethniques et la famille seront la responsabilité principale du poste; toutefois, les candidats pouvant offrir des cours dans d'autres domaines seront considérés. Une connaissance de la situation des francophones en milieu minoritaire et une aptitude pour l'enseignement de cours interdisciplinaires seraient un atout.

Les candidats devront avoir un doctorat (ou l'équivalent).

Ce poste ouvre la voie à la permanence. Le candidat sélectionné entrera en fonction le 1er juillet 1989. Le traitement varie de 32,564$ à 47,280$ (échelle 1988-89) en fonction de la formation et de l'expérience du candidat.

Faculté de langue française, la Faculté Saint-Jean offre des diplômes de B.A., de B.Sc., et de B.Ed.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

Toute candidatures doit comporter un curriculum vitae détaillé avec les noms de trois [illegible] transmise au plus tard le 15 janvier 1989 à l'adresse suivante:

Jean-Antoine Bour, Doyen
Faculté Saint-Jean
University of Alberta
8406, rue Marie-Anne Gaboury
Edmonton, Alberta T6C 4G9

University of Alberta adhère activement au principe de l'équité en matière d'emploi.

UNIVERSITY of GUELPH

ZOOLOGY

Assistant Professor. Full-time tenure track position to be filled by March 1st, 1989 in the area of physiology and biochemistry of marine organisms. The Department has considerable strength in the marine sciences and wishes to make an appointment of a suitably qualified individual to maintain strength in these areas. Duties will include teaching at both the undergraduate and graduate level, supervision of graduates and maintenance of an externally funded research program. Undergraduate courses will include the Marine Field Course held at the Huntsman Laboratory in New Brunswick and Cell Physiology and one other undergraduate course. Applicants must have completed a Ph.D. degree and preferably have teaching and postdoctoral research experience. Applications, including a curriculum vitae, reprints of recent publications, and names of three referees should be submitted to the Chairman, Department of Zoology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to employment equity. Closing date for applications is January 1st, 1989.

Subject to final budgetary approval.

McGill

The Department of English, McGill University, invites applications for an Assistant Professor (tenure track) position in Canadian Literature. Candidates should have a Ph.D and evidence of significant research in the area. Application, c.v and three letters of recommendation should be sent to Professor David Williams, Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: December 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

McGill

The Department of English, McGill University, invites applications for an Assistant Professor (tenure track) position in American Literature, preferably of the 19th and first half of the 20th century. Candidates should have a Ph.D. and evidence of significant research in the area. Application, c.v. and three letters of recommendation should be sent to Professor David Williams, Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: December 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

BISHOP'S UNIVERSITY

VICE-PRINCIPAL , EXTERNAL AND PLANNING

Bishop's University invites applications for the newly created position of Vice-Principal, External and Planning. This position will carry a broad mandate to promote in the faculty and in the university at large a heightened awareness of and optimum response to the changing Québec and Canadian academic environments. He/she will facilitate the formulation of academic policy so as to stimulate the future development of academic strengths of the university and to improve areas of perceived weakness. To aid in the achievement of this mandate, he/she will represent the university on external bodies ot various kinds concerned with both academic matters, research and regional cultural and economic development. While having no academic line responsibility, he/she will encourage coordination of various committees, divisions and departments of the university and will sit on the university Senate, the Executive Committee of the university and appropriate sub-committees of both.

A good working knowledge of both official languages will be required. The successful candidate will have credentials appropriate to a member of one of the academic departments of the university.

Bishop's is a small university of approximately 1500 full-time and 600 part-time students in the Liberal Arts tradition with English as the language of instruction. It has four divisions (Business Administration, Humanities, Natural Sciences and Social Sciences) and a Graduale School of Education. It is located in Lennoxville, Quebec, 160 kilometers east of Montreal.

Applications including three references should be addressed to

Dr. Hugh M. Scott
Principal
Bishop's University
Lennoxville (Quebec)
J1M 1Z7

UNIVERSITÉ LAVAL

Faculté des sciences socieles. Professeur(e) en relations industrielles.

DESCRIPTION: Dispenser des enseignements en relations industrielles, notamment dans le secteur de la gestion des ressources humaines et de l'étude des organisations. Participer aux activités de recherche et de publications ainsi qu'aux divers aspects de la vie interne du Département

QUALIFICATIONS: Doctorat en relations industrielles ou dans l'une ou l'autre des disciplines connexes. Les candidatures des personnes qui terminent présentement leur thèse de doctoral seront aussi considérées.

OATE O'ENTRÉE EN FONCTION: 1er juin 1989

TRAITEMENT: Selon la convention collective.

Faites parvenir votre curriculum vitae avant le 2 décembre 1988 à: Gilles Laflamme, directeur, Faculté des sciences sociales, Département des relations industrielles, Pavillon Charles-De Koninck, Université Laval, Québec G1K 7P4; ou téléphoner (418) 656-2793

UM

THE UNIVERSITY OF MANITOBA

Inviles Applications and Nominations for the position of

DIRECTOR
SCHOOL OF SOCIAL WORK

The School of Social Work at The University of Manitoba has a complement ol 33 FTE academic and 13 FTE support staff plus sessional appointments. The School offers programs leading to the Bachelor and Master of Social Work degrees and has an active Continuing Education program. In addition to the main campus programs, there are two special access B.S.W. programs in Northern Manitoba and in the core area of Winnipeg. Current enrolment is 265 full-time and 106 part-time undergraduate and 16 full-time and 78 part-time graduate students. There is a firm foundation of collaborative social work research in the School exemplified by the Child and Family Services Research Group. The University is currently considering Faculty slalus for the School.

Candidates must have a commitment to advancing scholarship and research in Social Work, and strong leadership abilities in education, in the profession and in the stimulating, nurturing and managing of linkages with the community. Demonstrable administrative abilities are essential. A doctoral degree is desirable.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence July 1, 1989.

Applications (with the names of three referees) and nominations will be received until January 31, 1989 and should be forwarded to **Professor R. A. Johnson, Associele Vice-President, Chairman, Advisory Committee for the Director ot Socie! Work, Room 208 Administretion Building, The Universlty of Manitoba, Winnipeg, Menitoba, Canada R3T 2N2.**

ÉCOLE POLYTECHNIQUE

CHAIRE J. ARMAND-BOMBARDIER
DÉPARTEMENT DE GÉNIE MÉCANIQUE

L'École Polytechnique est à la recherche d'une ou d'un scientifique de très haut niveau pour occuper, au Département de génie mécanique, une chaire en aéronautique portant le nom de J. Armand-Bombardier.

Cette chaire est subventionnée par la société Bombardier et elle est susceptible de recevoir un financement additionnel dans le cadre du programme des professeurs-chercheurs industriels du CRSNG (Conseil de recherches en sciences naturelles et en génie du Canada).

Le but de cette chaire est d'effectuer des recherches dans le domaine de l'aéronautique, notamment en aérodynamique. La personne recherchée pourrait provenir du milieu industriel, académique ou gouvernemental. Elle doit posséder au moins quinze ans d'expérience en conception et en recherches appliquées au domaine en question. Elle devra collaborer avec un groupe de recherche en aérodynamique déjà sur place et s'associer à d'autres chercheurs dans le domaine des matériaux de structure et de l'avionique. Elle devra également diriger des étudiants au niveau de la maîtrise et du doctorat et pourrait être appelée à donner des cours dans son domaine de spécialisation. Elle devra enfin entamer des collaborations avec des chercheurs d'autres établissements universitaires de la région de Montréal et avec des chercheurs de l'industrie aéronautique.

Les conditions salariales rattachées à cette chaire sont en fonction des qualifications du titulaire éventuel de la chaire.

Le choix du titulaire sera effectué par un jury conjoint École Polytechnique/Bombardier.

Les personnes intéressées et qui possèdent les qualifications requises pour détenir le rang de professeur titulaire, sont invitées à envoyer leur curriculum vitae avant le 15 décembre 1988 à:

Monsieur Charles Laberge, Ing.
Directeur du département de génie mécanique
École Polytechnique
B.P. 6079, succ. A
Montréal (Québec)
H3C 3A7

FACULTY OF EDUCATION

UNIVERSITY OF TORONTO

Applications are invited for a tenure stream position in **Teacher Education and Teacher Development.**

Preferred candidates will have established reputations in the areas of teacher education and development, but applications of candidates with less experience will also be considered. Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1989 or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by December 31, 1988 to **Dr. Michael Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to provostial approval.

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To:	FRANKFURT	
From:	Toronto	$628.00 — $928.00
	Vancouver	$838.00 — $1138.00
To:	ZURICH	
From:	Toronto/Montreal	$678.00 — $978.00

BOOKING CONDITIONS:

- Advance booking: at least 21 days in advance, earlier to avoid disappointment.
- Payments: deposit of $125.00 per person due within 7 days of making the reservation, final payment and ticketing at least 21 days prior to departure.
- Length of stay: minimum stay is 7 days, maximum stay is 1 year.
- Cancellation penalty: $125.00 per person.
- Cancellation insurance: $14.50 per person (medical reasons only).
- All fares and conditions — subject to change.

ADMINISTRATION FEE (OPEN RETURN)

Applicable to all destinations except London and Prestwick. Travelling for under 6 months; $50.00 per person. Travelling for over 6 months; $90.00 per person. Children; $25.00. These fees are in addition to the above quoted fares.

Not included in the above quoted fares, $19.00 Canadian Transportation Tax per person.
Children's fares available upon request (ages 2-11 years inclusive).

(416) 366-9771 E. & O.E.

HALF MOON BEACH CLUB

A NEW HAPPENING ON LIDO BEACH, SARASOTA, FLORIDA!

The Half Moon Beach Hotel will be ready to welcome you in December, 1988. T.V., Air-conditioning, Coffee Maker, Refrigerator in every room, and the higher priced accommodations have Kitchenettes with Microwave Ovens. Rates: from U.S. $60 to U.S. $145.00. Special rates for C.A.U.T. Members December 15, 1988 to January 27, 1989, with stay of one week or more, booked through FINLAY TRAVEL. Special rates for extra person in room and children under 17 in same room as parents.

GRANFEL HOTELS

Our South Pacific Fares

From: Vancouver To	6 Months - Apex Fare Low	Shoulder	High	1 Year - Excursion Fare Low	Shoulder	High
SYDNEY /BRISBANE / MELBOURNE /CAIRNS	$ 1506	$ 1695	$ 1947	$ 1695	$ 1884	$ 2199
ADELAIDE / HOBART	$ 1695	$ 1884	$ 2136	$ 1884	$ 2071	$ 2389
PERTH	$ 1884	$ 2073	$ 2325	$ 2073	$ 2262	$ 2578
AUCKLAND	$ 1380	$ 1569	$ 1821	$ 1569	$ 1758	$ 2073
CHRISTCHURCH	$ 1443	$ 1632	$ 1884	$ 1632	$ 1821	$ 2136

LOW : April - September SHOULDER : October - November HIGH : December - March

ADD ON FROM OTHER CITIES IN CANADA:

Victoria	$ 80.00	Regina/Saskatoon	$ 230.00	Toronto/London/ Sarnia/Windsor	$ 350.00
Calgary	$ 130.00	Winnipeg	$ 250.00	Halifax/Fredericton/ Moncton/St. John, NB	$ 420.00
Edmonton	$ 150.00	Montreal/Ottawa	$ 370.00	St. John's, Nfld.	$ 580.00
				Charlottetown	$ 450.00

RULES: 6 Months Apex Fare: (Advance Purchase Exc.) Maximum of 3 stopovers plus turn-around point Minimum 14 day advance Reservations/Ticketing
Minimum stay: 6 days; Maximum stay: 6 months Non Refundable 35% Canadian Transportation Tax - $19.00 extra

RULES: 1 Year Excursion Fare: Maximum of 6 stopovers plus turn-around point Reservations/Ticketing anytime prior
Minimum stay: 6 days; Maximum stay: 1 year Non Refundable 35% Canadian Transportation Tax - $19.00 extra

INSURANCE: Optional Cancellation Insurance is available to protect non-refundable amount due to medical reasons only.

AUSTRALIA: Canadian citizens require a valid passport and visa for Australia. Australian departure tax of A$10.00 to be paid locally. Sydney (Kingsford-Smith) Airport is 10 Km from city, transfer by bus A$2.00 or taxi A$9.00. Melbourne (Tullemarine) Airport is 22 Km from city, transfer by airporter bus A $5.00 or taxi A$16.00. Brisbane Airport is 11 Km from city, transfer by airporter bus A$2.50 or taxi A$7.00. Perth Airport is 18 Km from city, transfer by airporter bus is A$3.50 or taxi A$9.00.

New Zealand: Canadian citizens require a valid passport only. New Zealand departure tax from Auckland is NZ$10.00, Christchurch NZ$2.00 and Wellington - no tax. Auckland International Airport is 22.5 Km from city, transfer by Downtown Airline Coach is NZ$7.00. Christchurch International Airport is 11.2 Km from city, transfer by Christchurch Transport Board is NZ$3.00. Wellington International Airport is 8 Km from city, transfer by Guthreys Coach Line is NZ$3.80.

All information is subject to change without notice.

Call Peter (416) 366-9771 E. & O.E.

C.A.U.T. BOOKING FORM

FULL NAMES ALL PASSENGERS (Children's ages required)
1) _____ 3) _____
2) _____ 4) _____
5) _____

HOME ADDRESS: (including postal code) _____

UNIVERSITY: _____
FACULTY/DEPT: _____
ADDRESS: _____

HOME TEL: _____ BUSINESS TEL: _____

TRAVEL REQUIREMENTS

☐ Sabbatical ☐ Up to 6 months ☐ Up to 1 year ☐ Short Duration ☐ Up to 3 months ☐ Under 3 months

	ORIGIN	DESTINATION	DEPARTURE DATE	RETURN DATE	# OF ADULTS	#/AGES OF CHILDREN	AIR ONLY	TOUR	OTHER*
1.									
2.									

*HOTEL/CAR/RAIL/CRUISE/ETC. I am a bona-fide member of C.A.U.T. Signature: _____ 20/11/88

FINLAY TRAVEL LIMITED, Suite 2360, Exchange Tower, P.O. Box 433, 2 First Canadian Place, Toronto, Ontario M5X 1E3 Tel: (416) 366-9771